


John. W. Casgrove

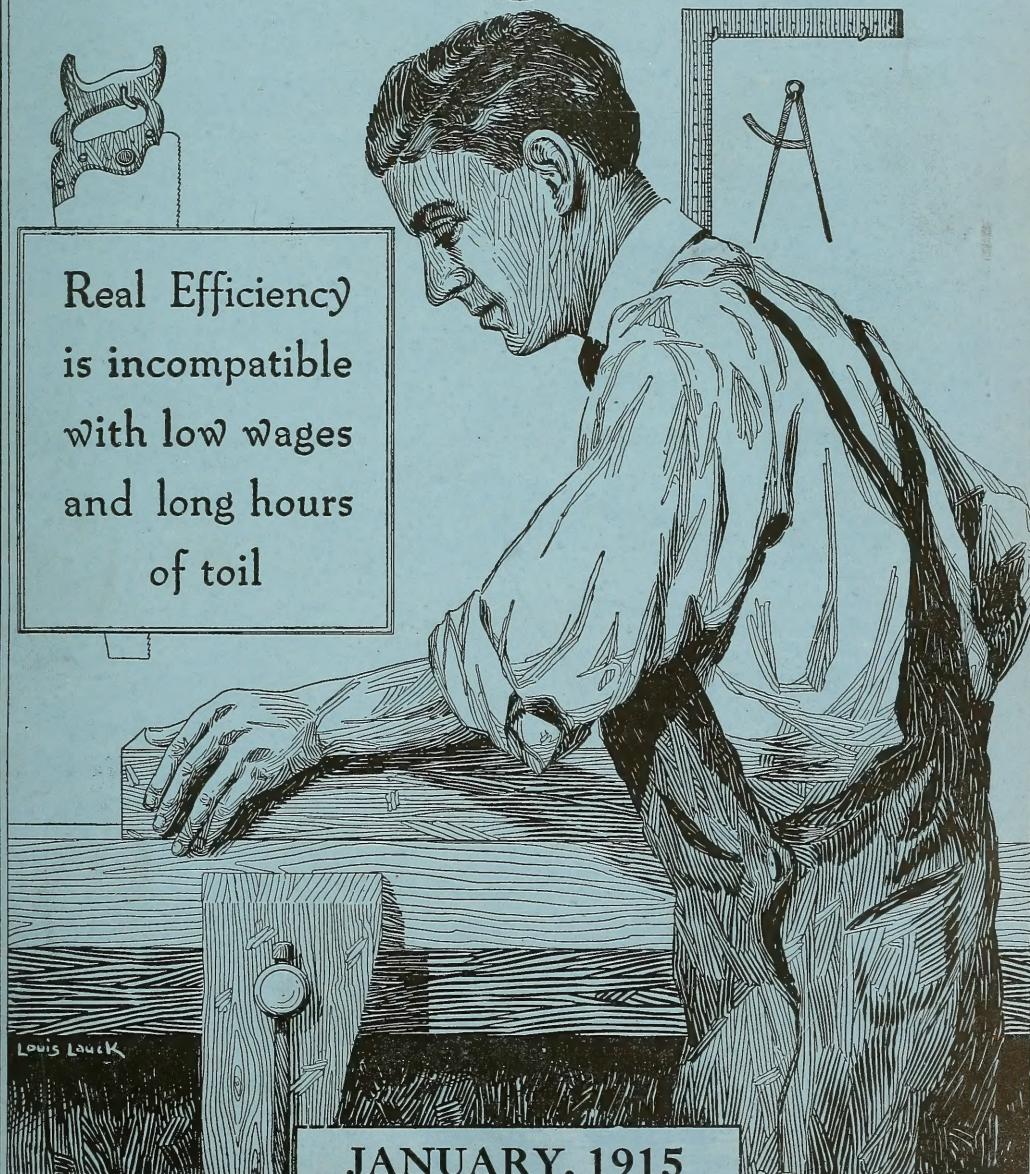
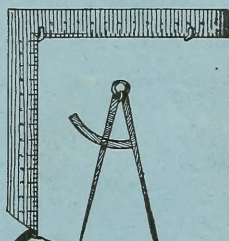


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The CARPENTER



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Louis Lauck

JANUARY, 1915

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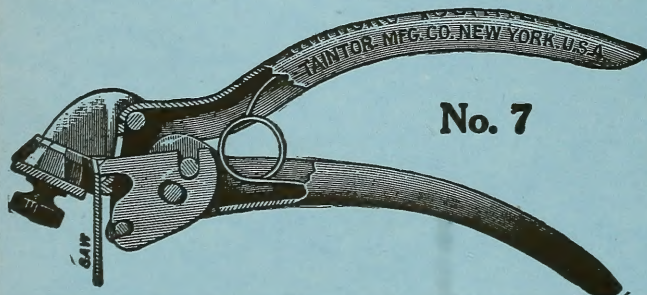
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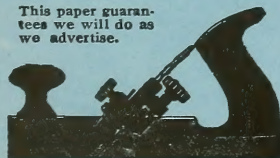
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The Carpenter

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the homes in which we tarry, in which we dance and sing and marry. He builds the church wherein the pastor explains the doctrines of the Master, our world-worn spirits elevating, he builds the rinks where we go skating, he builds the bleachers where we gather, to see the game, the whole blamed slather; and when we're done with this world's muddle, he builds the box in which we cuddle. The Carpenter, in all the ages, has done far more than bards and sages to make the world a better planet than 'twas when Eve and Adam ran it. He builds the homes, while t'other fellows just sit around and work the bellows.—Omaha World-Herald.

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The Carpenter

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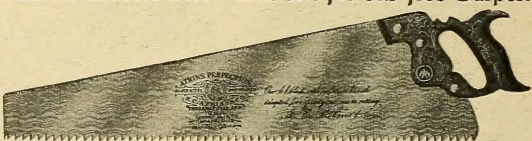
YOU work hard for your money and when you spend it, you are entitled to get value received. If you want a saw that will hold its edge longer—that will run easier—that will cut faster—that will run true to the line and give you all around better satisfaction—that's your business. Your dealer is obliged to give you what you want, and you should, therefore, demand

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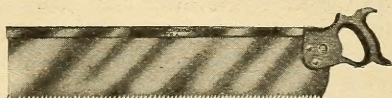
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THE CARPENTER

A Monthly Journal for Carpenters, Stair Builders, Machine Wood Workers,
Planing Mill Men, and Kindred Industries

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Some Questions

*Do you come nearer day by day
To the port where your dreams all anchored lie ?
Or do you sail farther and far away
In an angry sea with a sullen sky ?
Do you come nearer the Ought-to-be
In the wagon you hitched to a distant star ?
Or do you drift on hopelessly,
Content to bide with the Things-that-are ?*

*Are you a Drone or Do-it-now ?
A Hurry-up or a Wait-a-while ?
A Do-it-so or an Anyhow ?
A Cheer-up-boys or a Never-smile ?
It's none of my business, that I know,
For you are the captain and mate and crew
Of that ship of yours, but the Where-you-go
Depends on the What-and-how-you-do.*

*Are you a Yes or a Maybe-so ?
Are you a Will or a Guess-you'll-be ?
A Come-on-lads or a Let's-not-go ?
A Yes-I-will or an Oh-I'll-see ?
It isn't the least concern of mine,
I know that well, but as time endures,
When they thresh the wheat and store the wine,
You'll find it's a big concern of yours.*

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MAINLY ABOUT RESOLUTION 49

(By Benjamin Fried.)



LOOKING backward to our last convention, with the eyes of a reviewing critic, those of us who had the opportunity to be in attendance will admit that as a whole "it was a good convention;" in many respects better than some of its predecessors. Although there were no great issues in sight, such for instance as at Washington, where the whole delegation was divided in two camps to fight out the future destiny of our organization, the convention was in no way lacking in initiative and progressive spirit.

Looking over some of the amendments and resolutions that went by undisputed, or with little if any opposition, one wonders what great strides and changes of mind and thought our organization is undergoing from year to year, from convention to convention. While some six or eight years ago resolutions of a progressive nature were as a rule buried hopelessly, either by committees or on the floor, two years ago a resolution calling for the propagation of the abolition of the wage system and the establishment of a co-operative commonwealth, although non-concurred in by the committee, was carried amid applause by the majority of the delegates but defeated by a referendum vote of the membership.

A similar resolution, advocating the public ownership of the means of production and distribution, was favorably commented upon at our last convention by the committee on resolutions with the following words: "Your committee recommends that this convention go on record as favoring the ownership and control of public utilities and machinery associated with the presenting to the laborers of our country the necessities of life." And the recommendation of the

committee was carried with hardly any opposition.

If the assumption is correct that the delegates of the convention reflect and represent the spirit and the ideas of the "brothers at home," the adoption of this resolution indicates a revolution which has taken place in the minds of the American workingmen. But, no doubt, there is still a large proportion of our members that are not in accord with the character of this resolution; on the contrary, they believe in the present order of society, which means, to speak more to the point, in the private ownership of the means of production and the necessities of life. And just as a truly democratic institution will not always rule by virtue of its power, but also will consider the views and needs of a minority, we are ready to hear the other side. It is the purpose of this article to invite a general discussion on this topic, as no doubt a friendly and objective interchange of ideas on this interesting and vital subject will call forth the attention of many readers of our journal, "The Carpenter."

In order to open the discussion we shall briefly outline the purpose and intent of Resolution 49. In its first part the resolution reads that the modern way of production with labor-saving machinery not only creates a superfluous army of unemployed, but also to a large degree eliminates skilled labor, and while under normal conditions there are between one and a half and two millions of unemployed in our country, these numbers increase in times of industrial depression to twice and more that number. These are indisputable facts, which are based upon statistics compiled by our government and municipal authorities. We shall, therefore, assume that we all agree on the existence of this evil. This evil is termed by sociologists "a problem"—one of the social problems. The question which confronts us is: How can this problem be solved? Some claim

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that it cannot be solved at all. There are such, in the first place, who like to see a large reserve army of unemployed always at their disposition, as for instance large capitalists, who realize that they would be at a great disadvantage if it were solved; and, no doubt, from their standpoint, they are quite correct. We can easily stretch our imagination and begin to realize the predicament of the Rockefellers in Colorado, the Belmonts in New York, the copper kings, the steel trust, the textile magnates and so on down the line, in case of strikes, if it was not for those who have been rendered derelicts by this system which produces the reserve men and women without any subsistence, the unemployed and the industrial slaves on one side, and a few magnates who control almost inconceivable riches on the other side. We could go a step further and paint a picture of the life of a carpenter in the city of Chicago or New York, when, instead of having to hunt from job to job and from shop to shop in the hot sun in July, or through snow and sleet in the dreary winter days, we would have our employers standing in a bread line in front of our headquarters trying to secure the services of some Mr. Carpenter.

Then there is another type of men, who are neither large nor small capitalists, but who, through some lucky circumstances, never know what "hunting for a job" is. They claim—as we have often heard and read about—that every man who wants to work can always get work. Such people we would advise to get in touch with our New York reform city government, which is just now grappling with the problem to provide work for the unemployed. Our city opened up a labor bureau. The next day over two thousand men and women struggled hard to get the first chance, but only about two dozen could be placed; the others had to be turned away. It goes without saying that this reform experiment, like so many charitable institutions, pays no heed whatever to the prevailing union conditions. Some of our readers may

say: "Now, what has all this to do with the private or collective ownership of the means of production and distribution of the necessities of life?" We answer: "Everything." But we shall not go into details at this time, but just pave the way for a broad and general discussion of the subject.

We shall further take the liberty to presume that all of the foregoing statements will be accepted as correct by the readers of *The Carpenter*, and that so far harmony of opinion prevails. Then we will venture on the question from a standpoint where no doubt differences will arise, and that is: "The solution of the question."

The conservative trade unionist offers solution through organization: Namely, shortening of hours of labor and in some instances the restriction of immigration. But we—on the other side—which means the movers and supporters of Resolution 49 (or to be concise, the majority of delegates to our last convention, and also to the Washington convention), signified by vote that (while the shortening of hours of labor must always be the foremost demand of organized labor) this remedy alone is not adequate to solve the problem.

Therefore, they voted to aim at the abolition of a system which, as we have demonstrated, creates a condition which is a necessity for one class and an evil to the other class.

With this introduction we shall conclude our article, hoping to arouse a general interest in this serious problem, which at all times is a menace to the very existence and welfare of the most useful part of the population—the working people—of our fair land.

Pleasant People

To be pleasant is an achievement, and in some fortunate people it rises into the region of genius and becomes a moral quality of the highest value. Pleasant people make the common day as agreeable as the uncommon day, when all things work together for our happiness. —Hamilton Wright Mabie.

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THE QUALITY AND CARE OF TOOLS

(By John Upton.)



WE know from general experience that the quality and care of the tools one uses helps us to estimate the kind of mechanic their owner is, but how are the tools themselves to be judged? For instance, in buying tools how is one to know the good ones? Some look well and at first sight seem to be of the best grade, but often upon taking them home and using them they soon dull, and what seemed to be an excellent quality of steel is in reality a very inferior grade with a high polish.

The real quality of any tools you buy depends on the factory that makes them, on the skill and ability of the workmen who are employed and the raw materials and machinery they have to work with.

The question is simply whether the men who run the factory want to make good tools or poor ones. There are both kinds of factories. You may wonder that anyone would want to make poor tools; perhaps they do not really want to; maybe they would prefer to make good ones, but they can make poor ones and they can sell them at a profit, so poor ones it is, and some one buys them.

Those who make good, reliable tools put their names or the name of the factory on them; you can find out where a good tool was made, but the poor ones are something for which no one wants to be responsible.

If you do not get tools that bear the maker's brand you cannot be sure of their quality—you cannot tell who made them. Only the makers can be sure of the quality of the goods and the wholesaler and the retailer must depend on him.

You probably know from experience that it is not an easy matter to turn out a high-quality product at all times. It

takes good workmen, good materials, good machinery; testing, inspection, and money. So how can you expect to get good tools if you buy those that are made to sell, not to be used? Quality in tools means not only the materials and workmanship put into them, but also that they are suitable for the mechanic's use, and will prove economical not only in cost, but in the labor required in their use.

There are new tools being constantly put on the market by new firms. As some of these are of special use, it is well to remember that the cheap ones are apt to be too cheap to be good and that a good, honestly made article must be sold at a good price.

It is not enough that one has good tools; he must use care to keep them in good order and ready for use. I think I would sooner chance the man who had a fair outfit of even cheap tools in good order, clean and free from rust, and ready for use, than the one with a chest full of what had once been good, high-grade tools, but which were spoiled by neglect and misuse.

There is nothing like having a place for every tool and keeping it there when not in use. No man should use a dull tool. If there is time to use it there must be time to put it in order.

We are of late learning something about grinding tools; for example, that many more are spoiled by improper grinding than are spoiled from defects in the metal or the original temper. When we go to grind tools we realize that it is what may be termed non-productive work, and while we believe the old saying that no time is lost in keeping tools in order, we are anxious to get through as soon as possible and get back to the work. This has a tendency to make almost every man use unnecessary force or pressure in applying the tools to the grindstone and without realizing it he injures the temper of the tool.

The proper grinding of a tool consists

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of protecting the temper as well as grinding to proper shape. Really protecting the temper is of the utmost importance, for, as to the shape, if at first you don't succeed you can try again, but if the temper is injured it is not so readily remedied. When you make sparks or turn blue spots on the edge of a tool you are injuring it. There are two ways that heat may injure metal: One is to draw the temper and make it soft, the other to burn the edge and make it crumble. When either happens the injury has been done and the tool is not worth as much as it was.

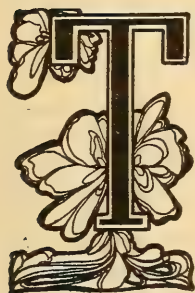
Keep this in mind and when you go to grind tools again don't be in too big a hurry. Be patient, do the work thoroughly, take time enough to do it right, and you will be rewarded by having tools that will hold their edge much better. Of course, the grinding won't put temper or metal into cheap tools that have not quality to begin with, but careless grinding will soon ruin good tools, as in fact will abuse of any sort. Be careful to get good tools in the first place, and then take pains and put in more time on the grinding so as to keep them in good shape.

The wooden parts of tools, as handles of chisels, and planes are sometimes given a polish, but a much better plan is to let them soak in linseed oil for a few days, then rub them with a cloth at short intervals for a week or two.

To keep tools from rusting take half an ounce of camphor, dissolve in one pound melted lard, remove the scum, then mix in graphite to give it an iron color, clean the tools and cover with the mixture. After twenty-four hours rub clean with a cloth. Cover the metal with sweet oil, well rubbed in, and allow to stand for forty-eight hours, rub with a cloth and smear with oil again. Then rub with unslacked lime reduced to a fine powder.

Some people seem to think that the commandment not to steal does not apply to tools, so it is well for us to have some sort of mark so that we can identify our own. One plan is to mark tools with a distinctive punch mark that can only be seen on close examination, then the man who steals them may use them so openly as to get caught. Saws may be marked by removing the handle and putting a punch mark where the handle will cover it.

AS OTHERS SEE US



THE following account of our Indianapolis General Convention appeared in "The National Builder" for December, written by F. Ford. We are sure it will be read with interest as the views expressed are those of an open-minded outsider and

reveal how we measure up today as an organization in the eyes of a representative of a standard publication of the building trades. The article reads:

Solid Achievements.

"Thirty-three years ago the attempt to organize the carpenters of America was

taken for the most part as a monstrous joke. The leaders in the movement were looked upon by a great many people as criminals. But a Brotherhood of about two thousand members was organized under almost every conceivable difficulty. Today the United Brotherhood of Carpenters and Joiners of America has a membership of over a quarter of a million. It has over two thousand local unions. It has an annual income of over three-quarters of a million dollars. It operates a wonderful beneficiary system, no insurance or fraternal society granting as much for the money received as the United Brotherhood. It publishes over eighty thousand copies of its regular periodical, The Carpenter, every month. It has over three hundred thou-

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sand dollars on deposit and it owns a model headquarters building worth some eighty thousand dollars in the city of Indianapolis.

"The Eighteenth General Convention of this United Brotherhood has just been held, and the one thing more evident than any other was that the convention was a labor convention. There were no silly and insincere speeches of welcome by civic dignitaries; no flatteries by oily politicians. The speeches of welcome and opening were practically all made by representatives of trades unionism in its various branches. There were practically no entertainments, no holiday features. It was a labor convention, pure and simple. It met for business and business only. The chief set speech was made by Samuel Gompers, president of the American Federation of Labor. The convention was marked by the wholesome atmosphere of self-reliance and self-respect, and was refreshingly free from any fawning, flattery, or bid for popular favor. The personnel of the convention was composed of men of brain and brawn.

Old Age Pensions.

"For some time the United Brotherhood has felt that its organization was incomplete while it made no provision for the old carpenters. Two methods have been advocated: (1) the old home, and (2) the pension system. The general feeling of the convention seemed strongly in favor of the pension system, because while helping the needy old carpenter who has got beyond working, it will not separate him from his good wife. The matter was turned over to the General Executive Board to compile statistics whereby the Brotherhood could determine what would be the most practical, economical and satisfactory plan. There is no doubt but that the pension system will be adopted. This will be the logical development of the present insurance system of the Brotherhood. Nothing could be more necessary and nothing more praiseworthy. It is worthy of note that while American statesmanship leaves such a vital matter entirely untouched, at least

three other countries have made national provision for the care of every aged needy person of whatever trade or status in life.

Hours of Labor.

"The carpenters were the first in the eight-hour movement. At this convention the representatives from the United Brotherhood to the American Federation of Labor were instructed to introduce a resolution in the next convention of that body, recommending a six-hour working day. A little reflection will show that there is good cause for this. There are constantly hundreds of thousands of workmen out of work in this country. It is certain that under the present way of doing things there is not enough steady work for all hands. What can be more obvious then than if the hours of labor are made fewer more men can be employed? In fact the movement is not selfish at all, but is designed to give a fair share of employment to all.

Apprenticeship.

"Apparently one of the weakest points of modern trades unionism is the lack of a satisfactory apprenticeship system. The discussion on this subject brought out the opinion that a uniform apprentice indenture was impracticable, owing to the differing conditions of different localities. The General Executive Board was instructed to devise some form of indenture or contract that can be applied generally; this to be voted on at the next referendum. It was considered imperative that when a contractor takes an apprentice, he agree to keep him for the full term of apprenticeship, as otherwise the labor market is glutted at times with half-learned carpenters. Where possible the Chicago plan was recommended. Vocational schools were deemed a necessity and resolutions were passed urging boards of education to establish classes for vocational training, to give opportunities for the younger members of the craft to learn at these classes what, unfortunately, they cannot learn on the job during working hours. It is quite clear that the apprenticeship problem is very far from being solved yet.

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"The feeling was very evident that it is unfortunate that so many trades unions, and particularly the United Brotherhood, have their headquarters in Indianapolis. According to Edgar Wallace, editor of the official journal of the United Mine Workers of America, who addressed the convention, 'In Indianapolis organized labor has the hardest fight of any city in the United States.' The problem of the disposal of the fine headquarters building of the Brotherhood and the many consequent adjustments that would have to be made, will prevent any quick action being taken in this matter, though resolutions were passed concerning it. Still, some fine morning the Hoosier capital will no doubt wake up and find that other and more up-to-date communities have been chosen as the headquarters of many of the trades unions that are now located in her borders. It will be a big loss to her from a financial standpoint, and much more so from every other point of view.

Plans for the Future.

"There were lots of other good things, but we cannot give them all. A movement was introduced to have the Brotherhood own its own printing plant, and it seems very probable this will take place, with a saving of tens of thousands of dollars. Charters will be granted, in future, to ladies' auxiliaries of local

unions, which will no doubt prove very helpful to the work of the Brotherhood and to trades unionism generally. A resolution advocating a universal union label in place of the forty different labels in present use by as many different trades was not adopted, but it is to be hoped it will be in the future, and that means can be found of putting it into effect.

"During the convention an incident occurred which revealed its spirit better than all the discussions, speeches and resolutions combined. A member of the Massachusetts delegation, just after arriving in Indianapolis, was taken very ill. The other members of the Massachusetts delegation sought the very best medical advice in the city and gave him every possible attention. After a consultation of physicians it was decided the brother must be operated on immediately. The operation was performed, but death occurred in a few hours. The convention unanimously paid all the expenses of operation, physicians, nurses, hotels, etc., also the cost of transporting the deceased back to his home, amounting in all to perhaps five or six hundred dollars. But in addition to this, the convention, made up entirely of workingmen, took up an offering of nearly four hundred dollars which they forwarded to the poor little wife."

HARDWOOD FLOORING AND ITS REQUIREMENTS

(By Warfield Webb.)



It is not an easy matter to lay a hardwood floor. That is a floor that will be a credit to the worker and a source of pleasure to the owner. The very large increase in the demand for hardwood flooring in the past few years, and the varying kinds of jobs

that have been the result, give one a fair idea of the possibilities and of the errors that are found in every city or

town where any amount of this work has been done. The average carpenter can lay a hardwood floor and make a fine job of it, provided he gives the details of the subject the attention they demand.

Too many of us are inclined to feel that the character of the work depends upon the cost of the contract and its special requirements. If the work is in a high-grade building, some of us feel that there should be a more detailed accuracy given and a larger amount of care exercised; if the work is on a lower cost house, then there is not required of the carpenter as much concern as he

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might give. Now this is a serious error which has brought the evil effects of that kind of logic upon the heads of many men. The results of their inferior work and indifferent labor have been most unfavorable to them, for it is easily apparent that the man who is careless is he who loses much that would otherwise be gained had he taken a little more pains.

The use of hardwood flooring has become general. The idea in its adoption has been two-fold. First it gives long wear, and this is a large consideration, and next it looks well, is easily cleaned and has the advantage of being sanitary and, in addition, is a factor that is of much significance today. Consequently this increased demand has made it possible for a larger number of carpenters to engage therein. This opportunity has been grasped by some men with eagerness and they have in this way added a special line of work to their other attributes. On the other hand, there have been some who, while professing to have only a limited amount of knowledge as to the actual demands for doing this kind of work well, have been content to do it in a manner that has brought just censure upon themselves.

The laying of hardwood flooring is not a difficult undertaking. We mean that it can be done properly without any great amount of previous training. The most essential thing to know and to keep well in mind is the importance of doing this work as nearly perfect as possible. It should not matter to the carpenter whether the building is a costly one or not. Even the quality of the flooring itself should not be a guide as to the kind of work that he does. He should well understand that it rests with him to do the best possible and to make, even the inferior grades of flooring, appear to the best advantage. This can be done, and the careful workman will find it will pay him in the end. Criticism will be invariably directed toward himself and not the quality of the flooring, and if this work is above the commonplace, there

will consequently be a far greater amount of satisfaction.

But it should be understood in the very beginning that in order to do the work properly the carpenter should make at least a partial study of the hardwood flooring industry. Of course, he knows oak flooring and maple flooring and beech, but that is not sufficient. He should be able to tell at a glance the quality of these kinds of stock and to see wherein the weakness lies that is sometimes found in them. In other words, the grades, as there are several, should be studied with care. This will be a helpful factor, and it will be a knowledge that can be utilized to advantage.

There is plain hardwood flooring in oak, maple and beech. There is quarter-sawn in oak and parquetry flooring, embodying at least several kinds of hardwoods, such as mahogany, cherry, walnut, oak and beech. These different woods give the effect of variety and add to the designs that are the primary idea in the manufacture of this character of hardwood flooring. The use of parquetry is generally found in borders, though sometimes the same is used for center or field work. The beauty of these designs has made a favorite parquetry flooring with many lovers of artistic decoration in the home and office and in other apartments where a feature is made of this idea.

The quarter-sawn oak is always in tongue and grooved stock and the size is generally 1½ ins. in width and 5-16 in. in thickness. The length is always either 6 or 12-foot boards or strips. Of course, there is what we call roll goods, which is found in 1½-in. strips glued to canvas and is shipped in bundles. These rolls or bundles are from 28 inches to 36 inches in length. This stock is always used for field work and combined with a parquetry border makes a very attractive floor. Then, too, it is not quite so expensive as some other styles of hardwood flooring.

Now, to make this work of the kind that will not only please, but that will

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be the source of other work along the same line, the carpenter should understand that there is but one thing necessary. That is care. It is understood, of course, that he has a fairly adequate knowledge of the other requirements, as to stock and quality and good tools. But these will not make a good floor unless he has the ability and the determination to do good work. It is not a matter of labor so much as a matter of taking pains to be careful. Even the ordinary carpenter can do wonders when he enters into the work with the idea that his future depends upon his care.

It is not always that a hardwood floor is placed in a new building, as we all know. The most particular work of this kind is where the hardwood floor is placed over the old floor. To make a good piece of work here, one should see that the old floor is in the right condi-

tion to receive it. That is, the sub-floor should be secure, smooth and well supported. It may take a little more time to make this preparation, but the final results will more than justify the added labor.

Finishing the floor with scrapers and sandpaper and adding the filler before varnishing and oiling are other essentials that contribute toward completing the ideal job. The carpenter who will consider hardwood floor laying a part of the routine that he can do, and that does not always demand the services of an expert, will see in this field an opportunity for real achievement. If he undertakes to do this work at all, let him do it with the idea in mind that it will demand his best labor and particular pains. He can do it and make of it a successful job, but he cannot approach the task in a careless manner and then hope for satisfaction.

RIGHT TO STOP WORK UPHELD

In an opinion written by Judge Brewer, the State Supreme Court Commission of Oklahoma took an advanced position on the right of organized labor to strike in protest against the employment of a non-unionist, and the latter, according to the decision, has no cause for action, as workmen have the right, in the absence of contract, to quit whenever they choose. The decision is the result of a threatened strike of union miners against the Western Coal and Mining Company, at Lehigh, Okla., unless a non-unionist was discharged. The mine foreman complied with the request, and the non-unionist then sued the union for \$100,000 damages. The lower court sustained the union, and on appeal the State Supreme Court Commission affirmed the ruling. "Employees of a coal company," said Judge Brewer, "who are members of a labor union, have the right, when involved in a trade dispute between themselves and their employer, and growing out of this relation, to protest to their

employer against the employment, or retention in his employment, of a non-union employe, and to accompany such protest with the statement that if such non-union man is employed, or retained, that the union employes will strike—that is, that such employes will simultaneously cease to work for such employer—and if such protest is not heeded, the union men have the lawful right to strike; and if it is heeded, the non-union man who is discharged has no cause of action against either the union as an organization nor the members thereof as individuals.

"A petition based on the charge that the plaintiff, a non-member of a labor union, was discharged from his employment because of the demands therefor made by the authorized agents and committees of a labor organization, who informed the common employer that if such non-union man was not discharged that the union men would strike, does not state a cause of action for damages against either the labor organization or

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the individual members thereof, and a demurrer to such petition was properly sustained.

"Any man, in the absence of a contract to work a definite time, has a right to quit whenever he chooses for any reason satisfactory to him or without any reason. If his wages are not satisfactory, his hours too long, his work too hard, his employer or his employment uncongenial, or his co-laborers objectionable, his right to quit is absolute. What an individual may do, a number of his co-laborers may join him in doing, provided the thing to be done is lawful.

"With regard to the charge that the defendants conspired 'wilfully, knowingly, maliciously and unlawfully' to procure plaintiff's discharge, to destroy his reputation and credit, and to harass and annoy him, to prevent his securing employment and to publish him as a non-union man,' etc., the court said:

"It is not the duty of one man to work for another unless he has agreed to, and if he has so agreed, but for no fixed period, either may end the contract whenever he chooses. The one may work, or refuse to work, at will, and the other may hire or discharge at will. The terms of employment are subject to mutual agreement without let or hindrance from any one. If the terms do not suit, or the employer does not please, the right to quit is absolute, and no one may demand a reason therefor. Whatever one may do alone he may do in combination

with others, provided they have no unlawful object in view. Mere numbers do not ordinarily affect the quality of the act. Workmen have the right to organize for the purpose of securing higher wages, shorter hours of labor or improving their relations with their employers. They have the right to strike; that is, to cease working in a body by prearrangement, until a grievance is redressed, provided the object is not to gratify malice or inflict injury upon others, but to secure better terms of employment for themselves. A peaceable and orderly strike, not to harm others, but to improve their own condition, is not in violation of law."

Finally Judge Brewer said that a petition based on the charge that the plaintiff, a non-member of a labor union, was discharged from his employment because of the demands therefor made by the authorized agents and committees of a labor organization, who informed the common employer that if such non-union man was not discharged that the union men would strike, does not state a cause of action for damages against either the labor organization or the individual members thereof, and that a demurrer to such petition was properly sustained.

The foregoing decision of the Oklahoma Supreme bench treats the question of the right to stop work very concisely and fairly and will be read with interest by all who have the cause of labor at heart.

INDUSTRIAL EDUCATION FOR GIRLS

"If the difficulties are great confronting the (industrial) education of boys, they are many times greater when we consider the education of girls. First, there is a very general confusion in the minds of many people regarding the trade training of girls. This confusion is due to the belief that the girl is a potential wife and mother only. The fact that she is a breadwinner also is forgotten or ignored. Such confusion of thought is dangerous when it becomes the directing force in the training of

many millions of young girls. Let me illustrate. One of the Eastern agricultural schools offers training in agriculture for boys and girls. In the beginning they both have the same studies, but suddenly we find the boys studying the chemistry of the soil and the girls cooking. Who is being cheated out of an important study in the course of agriculture—the boy or the girl? If knowledge of cooking is important to a study of agriculture, then both boys and girls ought to study cooking. If the study of

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the chemistry of the soil is essential to the knowledge of agriculture, then both girls and boys ought to study the chemistry of the soil. The very least we can do is to be on the square with a child.

"Again in a curriculum of industrial education we find that under the heading of 'Science,' boys study elementary physics, mechanics and electricity, and girls the action of alkalies and the removal of stains. While under 'Drawing' we read, 'For boys the drawing will consist of the practical application of mechanical and free hand work to parts of machinery, house plans and so forth. Emphasis will be placed upon the reading of drawings, making sketches of machine parts quickly and accurately. For the girls the drawing will attempt to apply the simple principles of design and color to the work. The girls will design and stencil curtains for the dining and sewing rooms and will make designs for doilies for the table. They will plan attractive spacing for tucks, ruffles and embroidery for underwear.'

"Women have entered nearly 300 different occupations and trades in America within the past quarter of a century—300 trades and occupations—and they are to qualify for these by learning to space tucks attractively.

"Let me not be misunderstood. We, too, believe that every girl is a potential wife and mother, and some day the world—that great unknowing, unthinking

world—may reverence that fact and express its reverence by establishing conditions of life which will fit the race mother for her task. Home making means the partnership of husband and wife, or father and mother, and it is certainly as important to teach the boy the responsibility of his manhood as husband and father as it is important to teach the girl the responsibility of her womanhood as wife and mother. The whole history of the development of home economics with all its allied business opportunities in the field of domestic science show how eagerly the best trained minds among women are wishing to place home-making on an equality with other trades and professions. That this may be accomplished is the desire of all thoughtful and intelligent women, but it cannot be done by smuggling certain sub-divisions of domestic training into the other curricula as if such training had no dignity or professional basis of its own. Neither dare we forget that to qualify the girl for home-making she must be trained as a breadwinner, for upon her ability and capacity to play her part as breadwinner depends not only her welfare and that of her brothers, but the welfare of her future home. By underbidding she has been her own worst competitor—the competitor against her own home, and as wife and mother she has had to live on the wage she herself has cheapened."—Margaret Dreier Robins, in *Life and Labor*.

MODERN HOSPITAL LIKE CARPENTER SHOP

Clang-clang-hammer - pound - pound! This is the sound you may expect to hear issuing from the windows of any modern hospital you pass from this time henceforward. You may even think it isn't a hospital at all, but a carpenter shop, as the clatter of gimlets and augers and nails and screws echoes out to you; nor will you be far wrong, for the time is about to arrive when all hospitals are to become merely human carpenter shops, where broken men and women are to be planed down, nailed to-

gether, sandpapered and sent out into the world as brand new articles once more.

—Breaks in Bones Nailed Up.—

No, this is not a phantasy. It is an actuality. Men are being nailed together, broken pieces taken out and new ones supplied, and the entire machine made just as good as ever. How?

Following the lead of Lane, the pioneer in bone carpentry, the greatest surgeons in the land took up the art of

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nailing up broken humanity, and today Dr. John B. Murphy, the great operator in Chicago, and Dr. George Stewart, one of the foremost surgeons of New York, are daily doing carpenter jobs on scores of persons who otherwise might have spent their lives unable to move in those grim hospital refuges for the incurable that are a part of every big city.

Given a set of Dr. Murphy's or Dr. Stewart's bone surgical implements, a first-rate carpenter could do a good job on any interior piece of carpentry work. First, the layout consists of a regular carpenter's brace and an assortment of bits for boring holes from the size of a pin to that of a good-sized screw. In addition to the bits are six reamers. These range in size from the diameter of a dentist's drill to an inch. The bits are used to bore holes in the bones for the reception of screws, nails, etc., while the reamers are to enlarge the entrances or, as in the case of the big reamer, to trim out medullary canals of the long bones for the insertion of transplanted pieces.

—Common Wire Nails Used.—

Next to the brace and bits and the reamers are the lead hammer and the supply of common wire nails. Of course, these nails are antiseptic, as are all the implements, for the slightest entrance of infection in such cases is fatal to results.

Besides the hammer and nails there are used a retractor guide, an implement used in removing a transplant of infected bone. The retractor would be used by the ordinary carpenter as a scraper or gouge.

With these tools the best surgical carpenters today can straighten a leg that a few years ago was considered hopelessly deformed. They can cut out a section of decayed bone that is slowly killing a patient, hurry over to a morgue, cut a corresponding piece of bone from the body of a man who but recently has died, hasten back and graft the dead bone into the living. The dead bone grows firmly into place and in a few weeks the patient, instead of dying or lying helpless for years, is up and doing a man's share of the world's work.—*Philadelphia Evening Times.*

EUGENICS--BELL BOY DECLARES HE'LL HAVE NONE OF IT

"Whadda ya mean, eugenics?" asked the bell-hop in reply to, "Do you believe in eugenics?"

"Where do ya get it, at th' bar or in the cafe?"

It was explained to him that eugenics seeks to improve the race by a scientific system of matchmaking. He replied:

"Nothin' used in this hotel but John-kopings & Vulcants safety matches made in Sweden."

Eugenics was explained in detail.

"Nothin' like that in our fambly. I don't getcha. I'll ast th' clerk."

After a further explanation he admitted that he understood the question in a general way and commented as follows:

"As I understan' this momentous question, accordin' to the way you've set it out, you wanta know whether I'd be

willin' to let a sawbones man say whether I'm fit to marry; that is, if I was a-goin' to be married. Is that what yer drivin' at?

—Will Seek No Advice—

"Well, here's what I think. Are ye follerin' me? All right.

"When I wanta get married, see? I ain't a-goin' t' ask no doctor for no informashun on the subject.

"Me and me Jane will decide all them questions pertainin' to the fitness of marryin' each other on the front porch some moonlight night in June. Get me? And when I square it with her ole man, as to my qualificashuns to pervide for a fambly, y' understand, I don't want no doctor buttin' in.

"S'that what cha wanta know? Well, now, lis'en some more. As 'tis, ain't

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these State House guys and other folks who transact other people's business—mostly—ain't they already done enough regulatin' on the marriage question? Huh! Whadda ya say? Yes?

"First thing, accordin' to law, you gotta be 21 years old, to get married, ain't ya? And ya gotta get a license in the county where ya live, don't cha, like saloon keepers and peddlers? Ya do, sure.

"An' when ya go to get a license don't ya have to swear to some plumb nutty questions? Whadda ya say, yes?

—Have They Not Eyes?—

"They ast a feller first if he's white or black when yer standing right there with yer Jane and the clerk can see 's well as you, can't he?

"Then he asts yer bride if she's white or black, don't he, just like you might try to slip something over on yerself and marry an octaroon, maybe!

"Then he asts if yer crazy, and ya gotta tell 'im, ain't ya? An' he asts yer girl th' same thing and she's gotta tell him.

"Now ans'er me this—I'm a regular bony-fide bell-hop at a respectable hotel, what's got nice guests comin' from Chi 'nd N'Yawk and them swell places, see? An' I'm associatin' daily with fir'st-class people, carryin' th' grips, goin' to their rooms, mixin' right in with them, every day for six years—I been a bell-hop that long—an' when I wanta get married, the clerk-guy asts me if I'm nuts er like Harry Thaw. Can ya beat it?

"And lis'en some more. W'en my pa an' ma was married—get me?—they was just married. All the clerk-guy did was to write down th' names an' ages an' so forth. See? And they got seven sons. Are ya follerin' me? Well, they ain't no race-suicide er im-be-CILES in our family an' th' old folks didn't ast no doctor about whether it was fit an' respectable fer 'em to marry, either, d'ya get me?

—All Dooiin' Well, Thanks—

"An' le'mme tell ya who them seven sons are. First, there's Mike Dooiin'

what was champeen white hope of Io-way in th' heavyweight class, till he went t' th' bad with booze.

"Second, there was Jerry Dooiin, who's the pres'dent uv th' Beer Wagon Drivers' Protective League, an', take it frum me, Jerry's some guy!

"Third, there's Terrence Dooiin, who was a corp'ral in th' Boor war an' got medals fer bravery.

"Fourth, there's Tom Dooiin, who's sergeant on th' force. An' Tom's some cop!

"Fifth, there's Paddy Dooiin, who c'n vote either th' demmycrats er th' republicans uv the Third Ward, whichever way he says.

"Sixth, there's Tim Dooiin, who's got the best free lunch at his place that they put up in this town. An' Tim's wife wears real white di'mon's.

"Seventh, there's me. I ain't braggin' on myself, only I wanta say that they ain't no bell-hop in this man's town what gets more pocket change than me, and when I want a recommendashun I get it, just like that, see?

"No, sir; just write it down in yer paper that I ain't fer this eugene stuff.

"If I'm makin' ten bones a week and if I luv th' Jane an' her folks is willin', maybe I'll marry her, if I want to; an' th' doctors can go jump in the lake an' see if I care."—Indianapolis Star.

Why Not?

Why should not the best that art, and science, and literature, and music, and poetry, and the drama can do be placed at the disposal of the humblest worker? Why should not the factory girl be an educated lady? Why should the coal miner not be a cultured gentleman?

The answer is "Capitalism!" The exigencies of capitalism grind these people down, rob them of rest, of energy, of health, of food, of time—so that they have neither heart nor mind nor opportunity to become aught but drudges. Talk about "splendid ambitions and aspirations!" Such things now are for the fortunate few; but we want them for the many.—Robert Blatchford.

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EDUCATE AND ORGANIZE

In the following call to the organized workers of America, President Gompers urges a universal organizing campaign to embrace the unskilled as well as the skilled workers of the country, both men and women:

"At no time in the history of our country has the duty devolved so keenly as now upon the men of labor to put forth their best efforts to help the more thorough organization of all of our fellow workers, men and women, skilled and unskilled, in every occupation in which they are employed; at no time have the forces of antagonism been more active to prevent organization or to crush out the spirit of organized associated effort among the toilers. It, therefore, all the more devolves upon all engaged in our great humane and uplift work to put forth every energy to bring the unorganized within the beneficent fold of the organized labor movement of America.

"You will recall the fact that at the Seattle convention of the A. F. of L. special emphasis was placed upon the determined effort which should be put forth by all to accomplish this result. Our movement has been crowned with more success than can here be recorded, but they are simply achievements which whet our purposes to still greater efforts.

"We must organize the unskilled workers as well as the skilled.

"We must organize the worker permanently domiciled in his locality as well as the itinerant worker who travels from place to place in search of employment.

"We must organize the women workers in all branches of industry in which they are engaged. We must organize the office employes in the various branches of their occupations.

"We must concentrate our effort to achieve greater benefits in wages, hours, and conditions of employment of the toiling masses of America.

"We must secure for the toilers the

rights to which they are justly entitled on the economic, on the political, on the legislative field. There is no effort which must be left untried to organize our fellow workers everywhere, to place them in a position where they will be best able to help themselves, to help their already organized fellow workers, and in turn to receive the assistance and co-operation of those already within the ranks.

"The unions affiliated to the A. F. of L. have already passed the 2,000,000 mark. It is our bounden duty to see that at the earliest possible date we have reached and passed the 3,000,000 mark. Let every man of labor, and particularly our organizers, do their share in the work and bring better conditions, comfort, hope and encouragement to the toilers of America, for their own advancement and for the betterment of the generations yet unborn.

"Organizers will please report to me from time to time as to what has been accomplished upon this renewed field of activity."

Every man and woman in the ranks of the labor movement can do good work in spreading the light of trades unionism. Opportunity presents itself at every turn.

Unfinished Business

One night, when her grandmother was putting her to bed, three-year-old Olive said, "Grandma, every night when I go to bed I ask God to make brother Fred a good boy."

"That is right," said her grandmother.

"But he ain't done it yet," replied Olive, soberly.—Harper's Magazine.

Progress for the working people has come from organization. The unions have been the schools of the common people. They have taught them their rights, pointed out their possibilities, and shown them that they hold their future in their own hands.—Gompers.

Editorial



THE CARPENTER

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Help the U. B. to Grow During 1915

It would be a splendid thing for the United Brotherhood if every one of its 261,049 members faced the New Year with a firm determination to do something tangible for it within the next twelve months and assist in so far as they are able in bringing the organization up to the 500,000 mark in that space of time.

We are perfectly aware, of course, that the suggestion of such a great increase in membership within one short year will seem utterly preposterous to some, but we will answer them by merely stating that nothing is quite impossible to a body of a quarter of a million men, bent upon accomplishing what they set out to do.

The field for organization on the part of our membership is a vast one and the

opportunities it presents are unlimited. On every side there are to be found carpenters, millmen, furniture workers who by a little persuasion and a little well-meaning pressure could be brought to see that their economic salvation as wage-earners depends upon the success of the labor movement and that by remaining outside its ranks they are injuring themselves as well as their fellow workers. Each one of us can do as much work along this line as a duly credentialed organizer could. All that we need is the zeal and enthusiasm; the faculty of arousing the interest of the other fellow will come with practice, if we do not already possess it.

What is wrong with the majority of us is that we are very prone to accept all the benefits which we receive from affiliation with our trade union without feeling impelled to render it any special service in return other than the perfunctory fulfillment of the obvious duties required of us in accordance with the obligation we took on becoming members.

In the early days of the movement every individual member constituted himself a committee of one on organization and after an excessively long day's work devoted what remained of his nights to forwarding the interests of his union. He made it a point to meet non-union carpenters and did his best to interest them in the subject of trade unionism. If some 2,000 members could do great work in this direction in 1881, when their organization was in its infancy, surely a quarter of a million members, with much shorter hours and infinitely better working conditions, can do much more in the year 1915. And a great deal is not required of them other than the performance of a little missionary work occasionally in the interest of their union and the taking of an intelligent, active part in its affairs.

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Every union carpenter should take great pride in the notable achievements of his international union and the great things it has accomplished for the uplift of the craft in the thirty-four years of its existence. How many, for instance, consider that during its comparatively brief career the U. B. has expended almost nine million dollars, or to be precise, \$8,947,328, directly in the interest of the membership. Of this huge sum \$3,697,650.61 was expended in death and disability claims; \$2,500,000 in sick benefits; \$1,272,697.91 in strike and lockout payments; \$1,120,372.56 in organizing work, and the sum of \$356,607.26 in donations to other unions. Of course, these figures are taken from official statistics available at the general office and cannot be regarded as anything like the total sum expended by the Brotherhood and its affiliated unions down through the years. But the figures furnish a sufficient indication of the great constructive work that has been done.

It would be well for us to allow ourselves to meditate upon the benefits which this great expenditure has conferred upon the members of our craft and their families; the help it has been to them in time of strikes and lockouts and when misfortune fell upon them in the shape of disability or death. Such thoughts will enable us to gain a greater comprehension of the significance of the work of the United Brotherhood of Carpenters and Joiners in the world of labor and will fortify us with strong arguments which we may be able to use with effect in getting the non-union man to see the light of reason.

It is not too much to hope that each member will do at least a little propaganda work during the present year in the interest of his organization. Let us all strive to increase the membership in a substantial manner. To show that in setting the 500,000 mark as the goal for the year's organizing work we are not hitching our wagon to an unattainable star, we may say that if each member in good standing made it a point to bring just two non-unionists into line during

the year, our membership would not alone reach the 500,000 mark but would jump to more than 750,000—just think of it, three quarters of a million members!

* * *

The Non-Union Worker

In the readjustment of social, political and economic relationships which has been taking place, imperceptibly but surely, during recent years, we are gaining new points of view with regard to the social order which, judged in the light of the past, seem almost revolutionary in scope. For instance we no longer regard the individual as the deciding factor in the scheme of things. Organization and co-operation have become the watchwords of our time and every day we see them constantly at work curbing unrestricted individual initiative in the interest of the humanitarian doctrine of "the greatest good for the greatest number." This tendency manifests itself in various ways in our modern world and is reflected in a broadening of the powers of government, in intelligent supervision of business, in the growing favor of the co-operative principle and in the success attending all kinds of collective activity as distinct from individual effort.

In the industrial world, especially in the relation between employer and employe, organization has come to be an imperative need. Employers have grasped the value of it to the full and as a result you have trusts, combines, employers' associations, trade alliances, and so forth. On the other hand, while the wage-earners are realizing more and more clearly the benefits of collective effort, they have not yet made the most of their activities in this respect. As a consequence the large mass of non-union wage-earners form a serious stumbling block in the path of the trade unions and prevent them reaching the highest expression of development.

How long it will take the non-union wage-earners to realize the true value of organization is a problematical question. To arouse them to a sense of the duty they owe themselves is all we can do—

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the final step of joining the local of their trade or calling will rest solely with them. They are free agents in the matter, but their apathy often makes one think that we shall have them always with us, as a thorn in the side of the labor movement.

The non-union worker in our day is, properly speaking, an anachronism; he is just a survival of the old order when men were chattel slaves. His position in the world of industry is infinitely worse than was that of the serfs under the feudal system of bygone ages. The serfs at least had reasonable security of employment and even if one incurred the wrath of his master he might be hanged, but there was no grave danger that he would starve. The modern industrial serf, however, labors at the caprice of his employer. Unable to save anything from his low wages, a spell of unemployment means starvation for him. And the employer who lays him off is not conscious of any injustice as a result of his act; in his modern philosophy there is no such thing as, for instance, the moral bond which existed between the serf and his master.

Organization, then, is the only hope of the wage-earner. As Judge Jeffries, of Detroit, said recently:

The world has come to the point where we must belong to some kind of an organization in order to exist. Men in unions are getting high wages because they are in an organization. They are getting wise, and they are learning that by combination they can get better conditions. The world is no longer beginning to rate men by physical strength. What we want is to let all have better houses, better food and better clothing.

The words of this jurist embody a truth which all should accept today. The modern wage-earner who deliberately remains outside the union of his craft is deserving only of contemptuous pity. He must be of a very inferior order of intellect if he fails to grasp the significance of the labor movement and what it may mean to him in higher standards of living, in increased wages, in security and independence.

Alien Labor and Public Work

The efforts of the contractors engaged in building the great subways of the city of New York to have the alien clause in the labor law concerning public work declared unconstitutional presents a characteristic phase of the all-important immigration problem, the exploitation of the unskilled or semi-skilled foreigner by large employers of labor to the detriment of American wage-earners and as a means of lowering those standards of labor and of living which have been built up and fostered by the American trade union movement.

According to figures available there has already been expended on subway work in New York City over \$200,000,000, and there has been some 20,000 men employed since the work began. Of these latter the great proportion of from 80 to 90 per cent. were aliens who were content to work at a low rate of wages. The subway contractors have also endeavored to destroy recognized trades in the metropolis by using what are called "handymen" to do the work of mechanics. These "handymen" are usually aliens who will do mechanical work for wages ranging anywhere from \$2 to \$3.50 per day in a city like New York where the standard of living is exceptionally high.

Of late various unions of the building trades have taken a determined stand to put an end to the notorious violations of the alien clause in relation to public work. Strong representations were made to the Public Service Commission and notices were sent to the contractors demanding compliance with the law. When the latter saw that the Public Service Commission meant business they retained two well-known lawyers to attack the validity of the law and have it declared unconstitutional as impairing the right of contract, and illegal, as contravening the terms of a treaty with Italy, and other treaties with other foreign countries. As a preliminary step an injunction was secured tying the hands of the Public Service Commission.

Organized labor is preparing to strongly contest this attempt to have this

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law declared unconstitutional and John Gill, representing the Bricklayers, Masons and Plasterers' Union, has been made a party to the suit by consent of all parties in order that organized labor may be represented. The New York trade unions intend to contest the case thoroughly and will carry it to the U. S. supreme court if necessary in order to obtain justice for the American workman.

In its narrower aspects it is of vital importance that the provisions of the labor law and the alien clause should be strictly enforced in the city of New York just now where there are over one hundred thousand wage-earners unemployed. In the building trades alone it is estimated that there are more than 35,000 citizens at present unemployed, with families dependent upon them, who are able, ready and willing to do this work. It is almost needless to say also that if the contractors succeed in having this law declared unconstitutional or illegal the trades unions will have a much harder battle in the future against the inroads of alien labor.

* * *

The Stockton Lesson

The bitterly contested industrial struggle which gave Stockton, Cal., an unenviable reputation during the last six months is now a thing of the past. It ended on December 21, in a great victory for the principles of trade unionism—as we predicted it would. While less spectacular than many of the important industrial struggles of the last few years, the fight was marked by something of the same violence and disorder; there was much the same gun play and rough work on the part of professional thugs working in the interest of the employers varied with some planting of dynamite as was revealed by the sensational disclosures of "operative" Emerson and several of his fellow labor crushers. But despite all that, however, the union men and women of Stockton presented a splendid front of solidarity and showed themselves fully capable of effectively defending their interests.

This futile though costly struggle engineered by the Merchants, Manufacturers and Employers' Association of Stockton will no doubt prove a salutary lesson to other communities where the employing interests may be contemplating a similar crusade for the perpetuation of so-called "open shop" conditions. The plans of the employers did not work out as smoothly in Stockton as had been expected. Instead of accomplishing their purpose and crushing the labor organizations they were finally forced to yield on every point they counted upon winning. In addition they have had to face the great monetary loss growing out of the great injury to business which was wrought during the struggle, building operations being completely abandoned and contracts for future work falling away to almost nothing.

The agreement which was duly ratified and signed by representatives of the Merchants, Manufacturers and Employers' Association and representatives of the trade unions of the city shows conclusively that the status of the Stockton labor unions is unimpaired by the recent struggle. In this connection it may be well to say that the agreement is in no sense an "open shop" one as some of the press dispatches characterized it. That is not true in any particular. The fact is that in the preliminary conferences leading up to the ratification of the agreement the employers strained every effort to obtain an "open shop" declaration but did not get it.

The agreement contains the following clauses:

"1. That the unions agree to stop all boycotting and all picketing and that notice to that effect be sent to the parties boycotted in the same manner as the original notice of boycott was sent.

"2. That the association agrees to withdraw the letter sent by them to the Building Trades Council and to the Central Labor Council under date of June 26, 1914, and notice to that effect be sent to them in the same manner as the original letter was sent.

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"3. That wages and hours are to remain the same as in force on July 8, 1914.

"4. That a committee of three from each side be appointed to which shall be referred all questions affecting wages and hours, which may arise between the two parties, the decision of said committee to be binding on both sides; it being definitely understood that no drastic action shall be taken by either side until after said committee has considered the matter and rendered a decision."

We take pleasure in congratulating the trade unionists of Stockton on the victory they have won and the splendid fight they made in behalf of the principles of organized labor, and we also wish especially to compliment the members of our organization in San Joaquin county who took a leading part in that important industrial struggle.



Industrial Reconstruction

A rather novel remedy for the puzzling forms of violence which accompanies strikes like those in Colorado, West Virginia or Calumet was discussed in a recent issue of that excellent new weekly review, "The New Republic," the writer of the article believing that a remedy for the passion and ignorance and unreason of industrial warfare lies in applying, as he phrased it, "the long experience of politics to the newer issues of business."

In elaborating upon this he raised the point that the difficulty of our thinking about industrial relations is that we have failed to grasp the idea that the management of modern industry is a problem of government and that the control of an industrial corporation is as political as the control of a city or state. All those issues, he points out, which we call political are to be found in the administration of every industry. Boards of directors are spoken of instead of a Senate and House, managers rather than of mayors, foremen and superintendents rather than of judges and bureau chiefs. Yet they do not obscure the fact that a great modern industry is a big human

relationship and that its problems are the problems of politics.

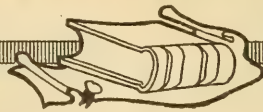
The problem of those who would eliminate the friction of industrial warfare, according to this view, must be to develop for business some constitutional representative government which will give the wage-earner some recognized standing in the management of the industry. He contrasts the protocol trades of the garment manufactures (where the employes have been put upon a recognized footing) with the Colorado mines, where the autocracy of the operators is absolute, and shows that in the first, while the protocol is not an unmixed blessing it allows those interested to legislate for their industry and thus provide a safety valve for the aspirations of the wage-earners which when thwarted in other trades finds vent in violent industrial upheavals.

The suggestion to our thinking is a very good one and it is very likely to be one which will figure more and more in the future in the calculation of students of the industrial problem. No matter what the believers in industrial absolutism may say, the Rockefellers, the Welborns, and so forth, we are slowly but surely trending toward the beginnings of an industrial democracy where the great disorder and waste of our present system will be replaced by one in which sanity and reason will hold sway. In such a co-operative democracy the rights of the workers will be adequately safeguarded and they will be given adequate representation in the control of industry.

We must not delude ourselves, however, into believing that we can evolve this stage of development without a hard and perhaps bitterly contested struggle. The forces of reaction are by no means weak enough to be despised. The only way in which the wage-earners can hasten the dawn of a new industrial era in which they will have a definite stake is by building up their trade unions and by taking advantage of every opportunity to become more closely associated with the management of the

(Continued on Page 33.)

Official Information



GENERAL OFFICERS
OF
The UNITED BROTHERHOOD
OF
CARPENTERS and JOINERS
OF AMERICA

General Office,
Carpenters' Building, Indianapolis, Ind.

General President,
JAMES KIRBY, Carpenters' Building, Indianapolis.

General Secretary,
FRANK DUFFY, Carpenters' Building, Indianapolis.

General Treasurer,
THOMAS NEALE, Carpenters' Building, Indianapolis.

First Vice-President,
W. L. HUTCHESON, Carpenters' Building, Indianapolis.

Second Vice-President,
ARTHUR A. QUINN, 109 N. Market St., Perth
Amboy, N. J.

General Executive Board,
First District, T. M. GUERIN, 290 Second
Ave., Troy, N. Y.

Second District, D. A. POST, 416 S. Main St.,
Wilkes-Barre, Pa.

Third District, JOHN H. POTTS, 646 Mellish
Ave., Cincinnati, O.

Fourth District, JAMES P. OGLETREE, Car-
penters' Building, Indianapolis, Ind.

Fifth District, HARRY BLACKMORE, 4223
N. Market St., St. Louis, Mo.

Sixth District, W. A. COLE, 129 Henry St.,
San Francisco, Cal.

Seventh District, ARTHUR MARTEL, 1399
St. Denis, Montreal, Que., Can.

JAMES KIRBY, Chairman.

FRANK DUFFY, Secretary.

All correspondence for the General Executive
Board must be sent to the General Secretary.

:-: Our Principles :-:

Resolved, That we, as a body, thoroughly approve of the objects of the American Federation of Labor and pledge ourselves to give it our earnest and hearty support.

Union-Made Goods

Resolved, That members of this organization should make it a rule, when purchasing goods, to call for those which bear the trademark of organized labor, and when any individual, firm or corporation shall strike a blow at labor organizations they are earnestly requested to give that individual, firm or corporation their careful consideration. No good union man can kiss the rod that whips him.

Labor Legislation

Resolved, That it is of the greatest importance that members should vote intelligently; hence the members of this Brotherhood shall strive to secure legislation in favor of those who produce the wealth of the country, and all discussions and resolutions in that direction shall be in order at any regular meeting, but party politics must be excluded.

Immigration

Resolved, That while we welcome to our shores all who come with the honest intention of becoming lawful citizens, we at the same time condemn the present system which allows the importation of destitute laborers, and we urge organized labor everywhere to endeavor to secure the enactment of more stringent immigration laws.

Faithful Work

Resolved, That we hold it as a sacred principle that Trade Union men, above all others, should set a good example as good and faithful workmen, performing their duties to their employers with honor to themselves and their organization.

Shorter Hours of Labor

We hold a reduction of hours for a day's work increases the intelligence and happiness of the laborer, and also increases the demand for labor and the price of a day's work.

Miscellaneous

We recognize that the interests of all classes of labor are identical, regardless of occupation, nationality, religion, or color, for a wrong done to one is a wrong done to all.

We object to prison contract labor, because it puts the criminal in competition with honorable labor for the purpose of cutting down wages, and also because it helps to overstock the labor market.

Resolved, That we most earnestly condemn the practice in vogue in many cities, but more especially in the West, of advertising fictitious building booms, as it has a tendency to demoralize the trade in such localities.

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Notice to Recording Secretaries

The quarterly circular for the months of January, February and March, containing the convention call and the quarterly password, has been forwarded to all Local Unions of the U. B. Accompanying it are six blanks for the F. S., three of which are to be used for the reports to the General Office for the months of January, February and March and the extra ones to be filled out in duplicate and kept on file for future reference. Inclosed in the circular are also six blanks for the treasurer, to be used in transmitting money to the G. O.

Recording secretaries not in receipt of the circular and accompanying matter by the time this journal reaches them should immediately notify the G. S. Frank Duffy, Carpenters' Building, Indianapolis, Ind.

Localities to Be Avoided

Owing to the pending trade movements, building depression and other causes, carpenters are requested to stay away from the following places:

Ann Arbor, Mich.	Charleston, W. Va.
Albany, N. Y.	Charlotte, N. C.
Arcadia, Fla.	Chattanooga, Tenn.
Asheville, N. C.	Chicago, Ill.
Ashland, Ky.	Clarksville, Tenn.
Athens, Tex.	Cleveland, O.
Atlanta, Ga.	Clinton, Ia.
Atlantic City, N. J.	Columbia, S. C.
Augusta, Ga.	Columbus, O.
Aurora, Ill.	Concordia, Kan.
Austin, Tex.	Conway, Ark.
Baltimore, Md.	Corpus Christi, Tex.
Barre, Vt.	Corsicana, Tex.
Battle Creek, Mich.	Cullman, Ala.
Bay City, Tex.	Danville, Ill.
Beacon, N. Y.	Dayton, O.
Binghamton, N. Y.	Decatur, Ill.
Birmingham, Ala.	Denison, Tex.
Bisbee, Ariz.	Denver, Colo.
Blackwell, Okla.	Detroit, Mich.
Bloomington, Ill.	Dixon, Ill.
Boise, Idaho.	Dubuque, Ia.
Beone, Ia.	Duluth, Minn.
Boston, Mass.	Edmonton, Can.
Brainerd, Minn.	El Centro, Cal.
Brenham, Tex.	Electra, Tex.
Brownwood, Tex.	Elmira, N. Y.
Buffalo, N. Y.	E. St. Louis, Ill.
Calgary, Can.	El Paso, Tex.
Canton, O.	Escanaba, Mich.
Cedar Rapids, Ia.	Evansville, Ind.
Central City, Ky.	Fargo, N. D.

Fond du Lac, Wis.	Moose Jaw, Sask., Can.
Fort Lauderdale, Fla.	Mount Carmel, Ill.
Fort Myers, Fla.	Mowbridge, S. D.
Fort Wayne, Ind.	Mount Vernon, N. Y.
Framingham, Mass.	Newark, N. J.
Fremont, Neb.	New Bedford, Mass.
French Lick, Ind.	Newburgh, N. Y.
Fresno, Cal.	New Castle, Pa.
Fulton, N. Y.	New Canaan, Conn.
Galveston, Tex.	New Orleans, La.
Gardner, Mass.	Newport News, Va.
Gary, Ind.	Newport, R. I.
Grand Forks, N. D.	New York City.
Granite City, Ill.	Niagara Falls, N. Y.
Great Falls, Mont.	Norfolk, Va.
Greeley, Colo.	Northampton, Mass.
Halifax, N. S.	North Bend, Ore.
Hamilton, O.	North Yakima, Wash.
Hammond, Ind.	Norwood, O.
Hazleton, Pa.	O'Fallon, Ill.
Hillsboro, Tex.	Oklahoma City, Okla.
Holyoke, Mass.	Omaha, Neb.
Hot Springs, Ark.	Ossining, N. Y.
Huntington, L. I., N. Y.	Ottawa, Can.
Hutchinson, Kan.	Palestine, Tex.
Indianapolis, Ind.	Parsons, Kan.
Ithaca, N. Y.	Passiac, N. J.
Jacksonville, Fla.	Paterson, N. J.
Jacksonville, Tex.	Peekskill, N. Y.
Jamestown, N. Y.	Peoria, Ill.
Jasonville, Ind.	Phoenix, Ariz.
Joliet, Ill.	Pittsburgh, Pa.
Joplin, Mo.	Pittsfield, Mass.
Kankakee, Ill.	Palm Beach, Fla.
Kansas City, Mo.	Poughkeepsie, N. Y.
Kenosha, Wis.	Portland, Me.
Kincaid, Ill.	Portland, Ore.
Kissimmee, Fla.	Pottsville, Pa.
Klamath Falls, Ore.	Pueblo, Colo.
Leviston, Mont.	Racine, Wis.
Lakeland, Fla.	Reno, Nev.
Leadville, Colo.	Red Banks, N. J.
Lexington, Ky.	Regina, Can.
Little Rock, Ark.	Richmond, Cal.
London, Ont., Can.	Richmond, Va.
Long Beach, Cal.	Robstown, Tex.
Los Angeles, Cal.	Rochdale, Tex.
Louisville, Ky.	Rochester, N. Y.
Macon, Ga.	Rockford, Ill.
Marietta, O.	Rock Springs, Wyo.
Marinette, Wis.	San Antonio, Tex.
Marshalltown, Ia.	San Diego, Cal.
Maryville, Tenn.	Salt Lake City, Utah.
Mason City, Ia.	San Francisco, Cal.
Medicine Hat, Can.	Schenectady, N. Y.
Medina, N. Y.	Shreveport, La.
Memphis, Tenn.	Sioux City, Ia.
Miami, Ariz.	St. Augustine, Fla.
Milwaukee, Wis.	St. Catherines, Ont.
Minneapolis, Minn.	St. Cloud, Minn.
Minot, N. D.	St. Joseph, Mo.
Mobile, Ala.	St. Paul, Minn.
Montreal, Can.	St. Petersburg, Fla.
Morris, Ill.	St. Louis, Mo.
Mount Kisco, N. Y.	Seattle, Wash.

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Correspondence



An Urgent Appeal for Financial Aid

Washington, D. C., Dec. 3, 1914.

Editor The Carpenter:

Dear Sir and Brother—The convention of the American Federation of Labor, held at Philadelphia, Pa., November 9-21, 1914, considered appeals for financial assistance from three international unions:

The appeal of the International Glove Workers' Union of America for financial assistance for 1,500 glove cutters in Gloversville and Johnstown, New York, who have been on strike since August 21, 1914.

The appeal of the United Textile Workers of America for assistance for the employes of the Fulton Bag and Cotton Company of Atlanta, Ga., who have been on strike since May 13, 1914.

The appeal of the Western Federation of Miners for financial assistance to defend 39 members of their organization, now under indictment in Calumet, Mich., which includes all of its officers and executive board members.

The action taken by the Philadelphia convention on these appeals was as follows:

Appeal of International Glove Workers' Union of America.

Resolution No. 153, by Delegate Elisabeth Christman of the International Glove Workers' Union of America:

Whereas, Fifteen hundred glove cutters have been on strike since August 21 in Gloversville and Johnstown, N. Y., the great fine glove center of this country, to secure an increase in wages, as no increase in wages has been received for the past seventeen years, and the New York State Mediation Board reported after their recent investigation into the causes of the strike that the average wage of the cutters for fifty-two weeks was \$13.30, and

Whereas, The employers have rejected the recommendation of the above-named board for an increase of 15 cents per dozen, while the strikers voted to accept it. This refusal means a determination on the part of the

employers to continue the fight, and our strikers are equally determined to hold out, as they must have an increase in wages to meet in some measure the increased cost of living of today, and

Whereas, The glove trade being the only industry in that locality, nearly all the workers are engaged in some branch of the trade, so that in all about 8,000 are involved in the strike, making the need for relief especially great; therefore, be it

Resolved, That the American Federation of Labor, in convention assembled, vote to assist the glove makers in this strike by directing the officers to issue an appeal to all affiliated organizations for funds, and that the delegates, upon their return home, urge upon their members the need of their generous assistance in this strike.

Your committee recommends concurrence in the resolution and that the appeal for assistance be sent forward through the proper channels at the earliest possible moment to the end that these unorganized workers, who are making a desperate struggle to better their conditions and are standing firmly against the rapacity and greed of unscrupulous and dictatorial employers, be given the material assistance they are so urgently in need of, together with the assurance that the moral support of the American Federation of Labor is always behind any body of workers, organized or unorganized who are seeking to improve their conditions and better their surroundings in life.

The recommendation of the committee was adopted.

Appeal of the United Textile Workers of America.

The committee read the following portion of the proceedings of the eighth day when the appeal of the Western Federation of Miners, the glove workers and textile workers were discussed.

"Secretary Morrison spoke at some length of the assistance that had been given the textile workers, the glove workers and other organizations that have been on strike, and moved: 'That the appeal be referred to the committee on report of the executive council, to be considered with the appeal of the glove workers and the appeal of the Western Federation of Miners, to allow the committee to bring in a report of such character as would meet with the approval of the delegates, and in that way be able to give the assistance that is required to the Atlanta, Gloversville and

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Calumet people who are in distress.' (Seconded.)"

Your committee recommends that the entire subject matter contained in this motion be referred to the executive council with instructions that it take whatever action it may looking to the relief of the textile workers.

The recommendation of the committee was adopted.

Appeal of the Western Federation of Miners.

Resolution No. 140, by Delegates J. C. Williams, Jos. D. Cannon and James Shea of the Western Federation of Miners:

Whereas, All the workers are familiar with the long-drawn-out struggle which was waged by the copper miners of the State of Michigan and the fact that the fight was declared at an end by them because of the inability of the international organization to further provide the necessities of life for its striking members and those dependent upon them. In addition to the many hardships imposed upon the striking miners, 631 arrests were made, the offenses ranging from making a noise in the streets to the crime of murder. Many of these cases found their way into the court, but out of the entire number only two convictions were recorded on minor offenses; but there are yet three men confined in the jail of Houghton, Mich., charged with a crime which we are convinced we will be able to prove to a fair and impartial jury was committed by gunmen in the employ of the Waddell-Mahon and Ascher strike-breaking agencies. These men have been incarcerated since the early part of March, and are now being transferred to Marquette county, Michigan, to be tried on a charge of murder. In addition to the direct charge of murder against these three men, thirty-six members of the miners' organization, including all of its officers and executive board members, have been indicted by a grand jury as accessories, and, in fact, are facing trial for the same offense should convictions be obtained in the cases of the three men now on trial.

Whereas, The Western Federation of Miners, because of the long and expensive conflict in Michigan, which caused that federation to incur considerable indebtedness for commissary supplies to the families of the strikers, followed by a suspension of operations in the metal mines throughout its jurisdiction, owing to the depression brought about in the metal market through the European war, and

Whereas, The aforesaid conditions, coupled with the efforts now being made by many of the larger employers to disrupt the miners' movement, leaves us in a position which renders it impossible for us to finance the defense of the men now on trial; therefore, be it

Resolved, By the Thirty-fourth Annual Convention of the American Federation of Labor,

that all affiliated bodies be called upon to render all possible financial assistance, by making such appropriations from their treasuries and otherwise as all may be able to give.

Your committee concurs in the foregoing and recommends that it be referred to the executive council with instruction to take whatever action it may under the law to secure immediate assistance for the Western Federation of Miners.

The report of the committee was adopted.

The Executive Council, at its first meeting after the adjournment of the Philadelphia convention, considered the three appeals for financial assistance which were referred to it by the convention, and in the light of the fact that a number of appeals have been issued during this year, decided that because of the great need of immediate financial assistance of these three organizations, that it would be best to issue one appeal and that one-third of all funds received should be transferred to each organization named above.

In issuing this appeal we are cognizant of the fact that organized labor has in the past contributed generously for the aid of members of affiliated organizations on strike and in distress, and our affiliated unions are to be commended for the prompt financial contributions which they have cheerfully given to the requests made by affiliated organizations for financial assistance. Notwithstanding that fact, you can readily realize that a considerable sum is, and will be, necessary to give to the Textile Workers on strike in Atlanta, Ga., and the Glove Workers on strike in Gloversville, N. Y., the barest necessities of life, even in the line of food. We are, therefore, appealing to our affiliated organizations and members to render every financial aid possible to these men and women to help them stave off hunger so that they may maintain this unequal struggle to a victorious termination. This appeal for financial contributions is to organized labor generally—to central bodies and local unions as well as to individual members. Unions that may be in a position to make large contributions should make them, but it should be no barrier to any union making a small contribution, even if it

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be but a dollar. If unions have no funds or can not make appropriations from their funds for this appeal, they should appoint committees to secure individual contributions, and through their secretaries forward same to American Federation of Labor headquarters.

Send all contributions to Frank Morrison, Secretary American Federation of Labor, Ouray Building, Washington, D. C., who will receipt for same and promptly forward one-third to each of the three organizations.

Fraternally yours,

Samuel Gompers, President; Frank Morrison, Secretary; James Duncan, First Vice-President; James O'Connell, Second Vice-President; D. A. Hayes, Third Vice-President; Joseph F. Valentine, Fourth Vice-President; John R. Alpine, Fifth Vice-President; H. B. Perham, Sixth Vice-President; Frank Duffy, Seventh Vice-President; John B. Lennon, Treasurer.

An Important Circular

American Federation of
Labor Headquarters,
Washington, D. C., Dec. 18, 1914.

Editor The Carpenter:

At the Philadelphia convention of the American Federation of Labor, many matters affecting the interests of our organizations, as well as the interests of the wage workers of the entire country, were considered; among them the following, to which your attention is especially directed:

That affiliated national and international unions shall explain thoroughly to their membership the power of the union label, and to advocate and insist upon the proper union education of all trade unionists as to their duties in demanding union label goods.

Upon the resolution dealing with the subject of American laundries and restaurants conducted by aliens, the convention recommended that all trade unionists and their friends should patronize union restaurants and laundries, and in connection with the general subject-matter, the

convention reaffirmed the declaration of the Seattle convention as contained in Resolution No. 28, of that convention, as follows:

"Resolved, That we favor a literacy test, so that immigrants may be required to be able to read and write the language of the country from whence they come, or in some language or tongue."

All organized labor was urged to insist upon and work for the publication of all school books under strictly fair conditions, particular attention being called to the fact that the text books and maps gotten out by the Rand & McNally Company of Chicago are published under non-union conditions.

Organizers and affiliated organizations were asked to inaugurate an active campaign for the organization of school teachers throughout the country.

A special request was made for the active co-operation and support of all organized labor for the Commercial Telegraphers' Union of America in its effort to organize the men of that calling.

Assistance of the organized labor movement was pledged to the Cigarmakers' International Union in its effort to organize the employees of the American Tobacco Company.

Directions were given for renewed efforts to organize the stenographers, typewriters, bookkeepers and office assistants, recommending to all trade union officials who employ such workers that they give active support and assistance to the unions of the calling already organized by the following means:

"(a) To assist in the organization of their own workers; (b) when employing new workers apply to the union for those already members, if any such are out of employment and competent for work required; (c) to periodically look for the union cards of their workers, so that they will assist the struggling unions in keeping their members' dues paid without unnecessary effort; (d) to enter into union shop agreements with the union where the union is in the habit of making formal agreements; (e) to give extra work

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done outside the office to union members where possible."

Endorsing the Casey Bill, H. R. 17,855, or legislation of similar import acceptable to the organized farmers for the establishment of an industrial alcohol commission, and an appropriation by Congress to demonstrate conclusively the practicability of farm alcohol distilling.

Requesting the active co-operation of all affiliated national and international unions, state federations of labor, city central bodies, in behalf of the United Brotherhood of Leather Workers on Horse Goods, in its campaign for organizing the men of the trade.

The convention condemned the use of official seals of the organizations of labor by privately owned papers, and called upon all state bodies and city central bodies to withdraw all seals now being printed in privately owned papers. The various departments of the A. F. of L. were asked to take similar measures with their respective local councils.

In dealing with the effort to organize the employes of the various state institutions controlled by the State Board of Administration of the State of Illinois, to secure for them one day's rest in seven, reasonable compensation for labor performed, an annual vacation of at least two weeks, adequate housing facilities for employes, a practical tribunal for the redress of grievances, the convention declared in favor of similar agitation being conducted through the proper channels, such as the State Federations of Labor, the city central bodies, and the A. F. of L. organizations, in the other states throughout America.

The convention unequivocally declared that bakery wagon drivers and laundry wagon drivers come under the jurisdiction of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America; that all affiliated organizations should govern themselves accordingly, and that all state federations of labor and city central bodies shall be given notice that local unions having within their membership teamsters coming under the jurisdiction of the Inter-

national Brotherhood of Teamsters will not be seated until such members are transferred to their proper jurisdiction.

It was recommended that every effort be made by the A. F. of L., and state federations and city central bodies for the passage of laws by the various state legislatures for the free text book system.

It was ordered that the state federations and city central bodies should be requested to use their best endeavors to have laws enacted by the different state legislatures requiring that in the workshops in which are employed upholsterers and mattress makers who work on furniture, mattresses, railway cars, and automobiles, the filling material shall be picked in separate rooms, and also that the use of materials for the filling of mattresses which are injurious to the health of the people shall be prohibited.

The Congress of the United States having designated the second Sunday in May as Mother's Day, the convention recommended that the state federations and city central bodies should urge upon their respective legislatures the enactment or adoption of laws or resolutions for the various states, designating the second Sunday in May as Mother's Day.

The state federations and city central bodies of the Pacific and Intermountain states were urged by the convention to be vigorous and energetic in their efforts to secure the enactment of such legislation as will prohibit the employment of white women under any conditions by Asiatics.

That every assistance possible be given to the National Association for the Study and Prevention of Tuberculosis in promulgating its campaign of publicity and that all affiliated organizations are urged to bring before their respective state legislatures or other law-making bodies the necessity of better provisions for the prevention and cure of tuberculosis and more rigid inspection of housing conditions, more adequate provisions for sanitary conditions in workshops and other places of employment, and more extensive and suitable provision for the proper

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care and treatment of those suffering from tuberculosis.

The various subjects to which reference is made above are some of the more important matters to which it is deemed necessary at this time particularly to call your attention. From time to time, during the year, through the columns of The American Federationist, and The A. F. of L. Weekly News Letter, as well as by official circular, your attention will be further called to other matters dealt with by the Philadelphia convention, or which may arise from time to time.

Your earnest and active co-operation and assistance are urgently requested in carrying out the letter and spirit of the declarations of the Philadelphia convention as regards the matters to which reference is above made, for your help and co-operation will largely contribute to giving to our movement a very great impetus and wider power and influence for good.

Permit me to express felicitations to all upon the splendid work of the year just closed, and to express the hope for still greater success and happiness for 1915.

The necessity of the hour and humanity demand that every man shall do his duty.

Fraternally yours,
SAMUEL GOMPERS,
President, A. F. of L.

Attest:

FRANK MORRISON,
Secretary, A. F. of L.

Encouraging Words from L. U. 367

Editor The Carpenter:

I don't know if anybody connected with the carpenters' union of Centralia, Ill., ever wrote a line to our carpenter journal before this. However, I wish to give you a brief history of our little local, and first will say that our members have gone through every trial and trouble that any local of the U. B. could fall heir to barring a long strike. We have had our outs and ins with the contractors, the bricklayers, and our members had one scrap after another on the building

with the miners, handy carpenters, and fought it to a finish, and we have the brickmasons now our best friends on the job and now the handy miner carpenters don't trouble us any more, but we are still troubled with the small neighboring towns and hamlet carpenters, especially since we got our wage scale up to 50 cents per hour and an eight-hour work-day.

We have had just enough work this summer so far to keep our members busy. All our troubles and victories since we organized have been fought and won without the assistance of the General Office, but when a representative of the G. P. drops in, which has been seldom, we give him the glad hand and try to encourage him, as we are doing at present with our oldtime friend D. J. Farley, the only Organizer that ever did drop in and tell us something new about what is going on in the U. B. world. But, Mr. Editor, I don't want you to think that this is the only local that has fought its battles alone. Downstate, among the coal fields and snake fence fields of southern Illinois, there are several locals east, west, north and south of Centralia that have the staying qualities of our members; if they didn't the grass would have been growing where comfortable homes stand now.

But now the membership of the U. B. in the south part of this State has arrived at the conclusion that they are entitled to the assistance of an Organizer in this southern district, if only to organize the small towns and hamlet carpenters, so as to prevent them coming into our old local's districts under the guise of contractors and bring their cheap, long-hour carpenters with them, and we are instructing our delegate to assist the delegate from L. U. No. 55, Denver, in their amendment to Section 121; also our sister Local No. 999 amendment to Section 127, and any other good amendment that will help to organize the many thousands of unorganized carpenters in the smaller districts. Also we have instructed our delegate to work to the end that our General Officers will secure a sufficient in-

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crease of salaries, as we have read much about this and heard much comment on the bad example set by the rank and file of the U. B. in the role of employers.

Fraternally yours,

L. M. SNYDER,
R. S. L. U. 367.

From L. U. 1544

Editor The Carpenter:

I have read the proceedings in book form of what transpired at the recent U. B. convention and if I judge by what I read much good work was done at Indianapolis for the rank and file. But is it really true that the U. B. of C. and J. of A. delegates were so tranquil and so interested in the work before them that it inspired a writer who signs himself R. B. B., in the last issue of the journal, to pen the following words: "But so tactfully and magnanimously were such incidents handled that they in no way threatened the perfect harmony which was a feature of the convention." Thanks to the writer, R. B. B.

Again let us ask is it really a fact that the delegates were each individually governed by the true spirit of their obligation (charitable in judgment of their brother members). For instance, did they say: "Because you, the General Officers of our organization, have worked so faithfully for our grand organization we will employ you each to manage the business of our rank and file (stockholders) for another term." Yes, indeed, the representatives of our rank and file, through appreciation of the good work of our twelve General Officers and in justice to the rank and file (stockholders) saw fit to nominate ten of them without opposition, but unavoidably allowed two similarly faithful employes to have opposition. Good for a near-four-hundred bunch of delegates whose slogan has been U. B. business first! But let me ask the delegates what about the pay of these men you have hired? You didn't draw up an agreement with them and they may come out on strike and woe betide the members that will scab on them if they

do walk off the job at the General Office.

Mr. Editor, just a little more space, in the way of information to these brave delegates, to-wit: a few days ago a secretary of a small local of twelve members called the attention of the president of another small local to the question of a raise in salaries for the General Officers and figured out that the increase of wages to the twelve General Officers would amount to 4 cents per member per year and the secretary of the small local said that if the rank and file turned down the question of raising the General Officers' salaries he would appeal to his local to permit him to make a donation of 96 cents or 8 cents for twelve members for two years as an appropriation toward a fund to raise the salaries of the General Officers. Forthwith the president of the other small local promised to do likewise.

Fraternally yours,

A MEMBER OF L. U. 1544.

Conditions in Crawfordsville, Ind.

Editor The Carpenter:

At a recent meeting of this local a motion was made and carried that the recording secretary should send a communication to The Carpenter showing that this local is still on the map. For one thing, we have no wage movement on hand and are not asking transient brothers to stay away from Crawfordsville, which we have noticed is the burden of most of the articles in "News Notes." Work in the building line is fair and mostly all the members are busy most of the time. New members are being initiated at almost every meeting.

The carpenters' union in regard to members and finances is the strongest and most progressive labor organization in this city. It is the only organization that has its own furnished hall, where it meets regularly for the transaction of business. Aside from our own organization, unionism is at a very low ebb here at present. The other trades, with the exception of the printers and cigarmakers, have no place of meeting, simply paying per capita tax to hold their char-

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ter. Such is the organization of the plumbers, bricklayers and plasterers.

With such weak organizations of these trades it is rather doubtful as to the outcome of the agreement recently adopted by the International Executive Boards of the International unions of these latter two trades and the Brotherhood of Carpenters. Although this local had a meeting with representatives of the bricklayers and plasterers to carry out this agreement locally, an understanding was reached by these representatives to finish all non-union contracts that had been made before being notified of this agreement. After that it was understood that we follow the terms of the International agreement. But such is the feeling of the local plasterers toward one another, which is not very friendly or brotherly, that it is very doubtful about the outcome. If successfully carried out, this agreement should be the means of getting into line three or four non-union carpenter contractors that are very hard to handle. It seems to us an organizer of each of the bricklayers and plasterers should be sent here to reorganize and rejuvenate these locals.

Fraternally yours,

G. W. BEATTY, R. S., L. U. 1355.
Crawfordsville, Ind.

Keep the Girls at Home

We note with a great deal of real pleasure that the various investigations going on in many sections of the country of the woman in industry have been instrumental in bringing to light the real danger that exists in that condition.

The woman in industry is not an economic question. It is far more vital. It simply is that the woman in industry means the uprooting of the home.

We are not so narrow or so prejudiced that we would declare the woman out of civic or business life altogether. On the contrary, we believe some women are a distinct advantage to the general community when she injects her vigorous personality into civic affairs. But we do not

believe that for the sake of the dividends made possible that she should be ground into the industrial mill at the cost of the home.

Physicians now declare that much of the disease that now menaces our communities is an outgrowth of the insani-tary conditions in the home. These conditions in turn are the outgrowth of the fact that the tidiness of the home and the care of the children are sacrificed because the mothers are forced into the mill of industry. This means simply that the home is being uprooted through neglect and lack of attention, and these conditions are a direct result of the mothers being forced to devote all their time to making a living at the cost of losing the home.

It is a sad commentary on our industry, on our commercialism, on our national pride, that we must sacrifice its most precious condition that we may make money.

The American labor movement has sought on all occasions to preserve the home.

In all questions of dispute between employers and employes the main consideration on the part of the unionists is that the conditions that have been most anx-iously watched and most carefully safe-guarded have been those which made for happiness of the persons involved rather than the money question. In every instance where a dispute over working conditions has been adjusted it has been ad-justed with the working conditions first and then the wages have entered.

It is with the greatest pride that we point back over the past two decades of progress of the American Federation of Labor as the greatest in point of happi-ness, for the progress has been toward a better manhood and a healthier human-ity.

The ethics of the American labor move-ment have been more personal, more hu-mane, than commercial.

And the home is based thereon—which makes the American labor movement essentially a preserver of the home.—
Journal of Labor.

Casual Comment



We have with us, Brother 1915—old 1914, we bid thee hail and farewell!

* * *

To many, life is just one New Year's resolution after another—smashed to bits.

* * *

Let each one of us resolve to start an individual Labor Forward Movement during 1915 for the U. B.

* * *

The water wagon never exceeds the speed limit. It's always "a long, long way to Tipperary" or elsewhere for those who mount it. But they usually manage to get somewhere just the same.

* * *

Let us hope that the policy of "watchful waiting" for better times which seems to have been the favorite winter sport of many of our members will be rewarded during the new year with a substantial share of solid, old-fashioned prosperity.

* * *

The old-fashioned states' rights doctrine seems to be growing more sadly out of place every day. Here we have the Democratic Postmaster-General, Mr. Burleson, following the example of his Republican predecessor by bringing forward a plan to nationalize our telegraph and telephone systems.

* * *

Most of us are conscious of an exalted sense of virtue these days as we strut about in the glamour of our newly made resolutions. Let us remember, however, that it is not the making of resolutions, but the keeping of them, which renders pardonable the consciousness of virtue.

* * *

"Toiling, rejoicing, sorrowing, onward through life he goes!" Thus Longfellow summed up the life of the village blacksmith of his time. After a brief look at

the "Localities to be Avoided" list in this issue of *The Carpenter* we don't think the poetic line would be applicable to the village carpenter of 1914. He did precious little rejoicing.

* * *

The action of the Philadelphia convention in authorizing the erection or purchase of an A. F. of L. building at Washington is a step in the right direction. It would be most appropriate to have in the nation's capital a building which could be pointed out to visitors as the headquarters of the American labor movement.

* * *

The labor movement needs the active support of each and every individual wage-earner. Don't leave all the work of your organization upon the shoulders of a few dutiful members of your local union. Take an active interest in the world of labor. Don't be a drone in the social hive.

* * *

The severity of the unemployed problem this winter and the untold amount of suffering that it has caused all over the country, particularly in the larger industrial centers, may at least serve to turn the spotlight of public opinion directly upon this vital question.

* * *

Already much good work has been done by public-spirited citizens and social workers along constructive lines in laying plans for the establishment of a national system of labor exchanges, in the establishment of unemployment insurance, in plans to take the "unemployable" out of the labor market and in proposals to regularize production, but as yet such schemes are merely in the embryonic stage.

* * *

They tell of a Buffalo employer who, a

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few days before Christmas, interested himself mightily in behalf of the Belgian war sufferers, making heart-rending appeals for aid for them, inducing his friends to contribute, and so forth. But the very same day when his heart was almost melting with pity for the Belgians in distant Europe this man laid off some 200 employes at his own plant and never gave the matter a thought. And we don't suppose he felt that there was anything inconsistent about his conduct, either.

* * *

The Industrial Relations Commission at its recent Denver hearings did a public service by establishing the authorship of the untruthful bulletins setting forth the mine operators' side of the Colorado strike controversy which have been deluging the editorial desks of the country for the last six months. Their author bears the euphonious name of Ivy Ledbetter Lee.

* * *

No (old subscriber), Ivy is not a woman. He is the executive assistant to the president of the Pennsylvania railroad and has charge of the company's publicity work. John D. Rockefeller, Jr., made a shrewd selection in choosing Lee to present the operators' side of the Colorado strike, for Lee also served "Divine Right" Baer in a similar capacity during the famous anthracite strike in the Pennsylvania coal fields.

* * *

An unprecedented inrush of immigrants is expected after the European war. Everyone admits it as a foregone conclusion, yet what preparations are being made to meet the unusual situation when it does occur? Organized labor will indeed do well to give thought to the matter. If unemployment is so deplorably bad this year, what will it be next year or the year after if thousands of destitute Europeans are dumped haphazardly upon our shores?

* * *

An instance of the arbitrary way in which large employers of labor ignore state labor laws may be seen in the situ-

ation which has arisen over the employment of aliens on the building of the New York subways. Notwithstanding the fact that the state law forbids the employment of aliens upon public work, between 80 and 90 per cent. of the subway workers are foreigners. Of course, now that the employers find that they shall have to obey the law they are directing every effort to have it declared unconstitutional.

* * *

Already there are signs of the beginnings of an important co-operative movement in this country which may not unlikely have its roots deep in the soil of trade unionism as has been the case in England where the two movements, while not exactly identical, have flourished side by side. The latest indication of it is found in the action of the bricklayers of El Paso, Tex., backed by their international union, in erecting a brick plant at a cost of \$400,000.

* * *

The hope of the International Association of Machinists for the complete organization of all the mechanical departments of the U. S. government is being speedily realized today. What was considered the last link in the chain was the organization of the machinists employed at the Sandy Hook proving grounds into a hundred per cent. organization. Thus all of Uncle Sam's mechanics from Panama to Maine and from New York to San Francisco carry union cards.

* * *

The Los Angeles Times, at one time one of the most influential newspapers in the western states, has fallen upon evil days. It no longer has the shadow of its former power and prestige and its undoing may be traced to its bitter antipathy to the labor movement. At the recent elections the three most prominent candidates supported by the Times and its publisher, General Otis, went down to defeat. They were: Fredericks for governor, Hammel for sheriff and Ford for district attorney.

* * *

The alien labor problem is one that is

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becoming more and more serious as time passes, and the solving of it will tax our national capabilities to the uttermost. It is a question that is likely to cause endless controversy according to the angle from which one views the matter and, while there is likely to be further differences of opinion upon the subject, there is one point upon which all thinking people will agree. It is, of course, within our right to bar out the alien if we so desire, but if we are to allow him land we should at least do something to prevent him from becoming a menace to American labor standards.

* * *

The Merchants' Association of New York has started a campaign for the establishment of a state constabulary similar to that in force in the state of Pennsylvania and urges the enactment of a state law establishing such a force. We leave it to the representatives of organized labor in New York to defeat this artificial agitation for something which the people do not want. State constabularies are an anachronism and exist at the present day solely as a weapon of the employing interests to overawe and crush wage-earners in time of strike. The brutalities perpetrated by the murderous cossacks of Pennsylvania will not soon be forgotten.

* * *

In a previous issue we paid our respects in no uncertain terms to Fra Elbert Hubbard, the Roycrofter of East Aurora, N. Y., for a senseless diatribe which he directed against trade unionism and which was circulated by an Indianapolis employers' association. Now it develops that he recently offered President Welborn and John D. Rockefeller, Jr., of the Colorado Fuel and Iron Company, the whole Hubbardized "truth" about the Colorado strike in one of his Philistine booklets at \$200 a thousand. This confirms us in the opinion that we sized Elbert up just about right.

* * *

The Commission on National Aid to Vocational Education has drafted a bill for submission to Congress which pro-

poses an initial annual grant to the states of a million and a half dollars, rising to the sum of seven millions through a period of years. The idea of the commission is that this aid shall be administered under supervision of a federal board to consist of the Postmaster-General, with the secretaries of the Interior, of Agriculture, and of Commerce and Labor. No provision is made for a minister of education, but the commissioner of education will remain an executive officer, although with somewhat enlarged duties.

* * *

Perhaps one of these days we will take a lesson from the Carpenters' Union of Brisbane, Australia, which recently formed a co-operative building association. The plan was born in the minds of a number of the members who were out of work and who were enterprising enough to create jobs for themselves and own them, too. The association starts with \$5,000 (at \$5 per share) with which to defray initial expenses. The men will be paid day's wages and when a contract is finished 20 per cent. of the profit will be divided among those who actually worked on the job. The 80 per cent. balance will be banked as working capital on a pro rata basis of stock owned.

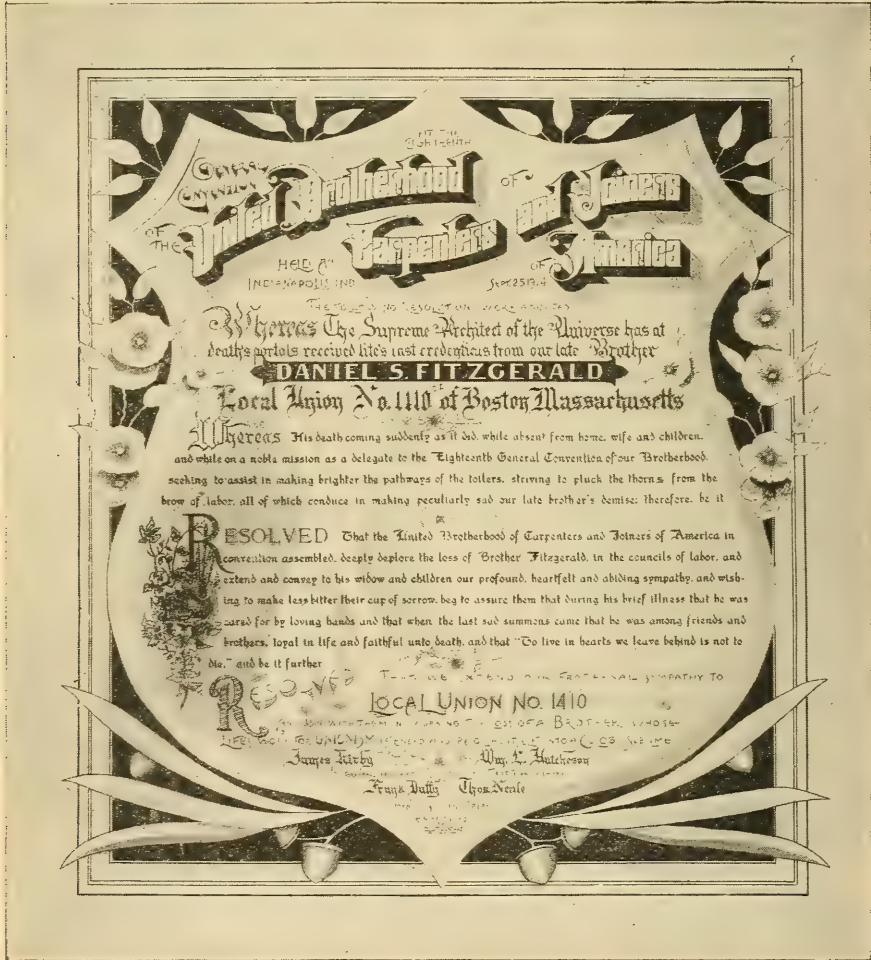
"War is hell!" cried Mr. Casey, repeating the famous saying. "It is not," declared Mr. Grogan. "Did annybuddy ivver hear av a sojer comin' back from hell an' drawin' a pinsion for sivinty years?"

Industrial Reconstruction (Continued from Page 21.)

industry to which they are allied. Much can be done by bringing trade union ideas to bear more strongly upon such questions as the apprenticeship system, vocational training, and those other problems which are so vital to the industrial world. If we follow out the program of the American Federation of Labor in this connection we will be doing all that can be required of us.

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ENGROSSED RESOLUTIONS ON DEATH OF DELEGATE FITZGERALD



We present herewith a reduced facsimile of the resolutions adopted by the Eighteenth General Convention on the death of Brother Daniel S. Fitzgerald, the delegate from Floor Layers' L. U. 1410, Boston, Mass. The engrossing work was entrusted to a member of our organization, Brother Dwight L. Stoddard, of L. U. 75, Indianapolis, Ind., and it is a pleasure to record that he acquitted himself in a manner most satisfactory. It is a matter of no little pride to be able to point to the engrossed copies as specimens of work done by one of our members. Brother Stoddard is one of the

most versatile mechanics in the Middle West and is just as handy with the engrossing pen as he is in writing craft problems for The Carpenter, or as he is with the time-honored tools of his trade—the hammer, saw and jack plane. The resolutions have been forwarded to the Boston District Council with instructions that they be suitably framed for presentation to the family of the deceased and to L. U. 1410, the frames to bear the U. B. label. Thus they will be in every respect strictly the product of U. B. workmanship.

News Notes from Local Unions



Barre, Vt., L. U. 481.—Owing to the fact that many carpenters who have come to Barre in recent months have been stranded L. U. 481 desires to warn all traveling brothers that there is little chance of their obtaining work in Barre or vicinity at present. Frank R. Jame-son, R. S.

* * *
Macon, Ga., L. U. 144.—All members of the organization are urged to stay away from Macon as trade conditions are bad. There is no work whatever in sight and L. U. 144 faces the winter with misgivings. Some of our best members are leaving town and others are dropping out, as they cannot find employment at the trade. J. W. E. Culpepper, F. S.

* * *
Tacoma, Wash., L. U. 470.—Bad condi-tions exist in Tacoma and there are a large number of idle men in the city. More than half of the members of our local are out of work and many have been forced to accept any kind of labor. Brothers intending to come here are ad-vised not to do so. L. Richter, R. S.

* * *
Pottsville, Pa., L. U. 228.—Traveling brothers are advised not to come to Potts-ville until the prevailing slackness in the trade disappears and also until the suc-cessful outcome of the trade movement, which is at present pending, will be an-nounced. A number of the members in-cluding some of the officers of the local have had to go elsewhere in search of work. E. G. Ossman, B. A.

* * *
St. Joseph, Mo., L. U. 110.—About 25 per cent. of the members of this local are unemployed at present owing to the prevailing slackness in the trade. Trav-eling brothers are urged to stay away from St. Joseph. Charles Simpson, R. S.

* * *
Fremont, Neb., L. U. 1395.—All travel-ing brothers are warned to pay no at-tention to advertisements calling for men

at Fremont, as there are more men out of work in this vicinity than at any time in the past ten years. L. B. Dunbar, R. S.

* * *
Mason City, Ia., L. U. 1313.—All trav-eling brothers are notified that there are enough carpenters in Mason City to take care of all work in sight. There are a large number of out-of-town carpenters here and the arrival of others would seri-ously affect existing conditions. J. C. Deeny, R. S.

* * *
Hillsboro, Tex., L. U. 397.—Only about one-third of the members of this local are employed owing to the general slack-ness in the trade which has hit Hillsboro hard. Prospects for the future do not look reassuring and all traveling broth-ers are warned to stay away. W. N. Hodge, F. S.

* * *
Memphis, Tenn., District Council.—In the face of the bad conditions prevailing in the trade in Memphis and vicinity all traveling brothers are asked to stay away from this southern city until fur-ther notice. At least 70 per cent. of our members are idle. R. L. Smith, R. S.

* * *
Baltimore, Md., District Council.—Un-employment is very prevalent at present in Baltimore, particularly in the car-pentry trade and a large proportion of the members of our organization in the city are unable to find work. Traveling brothers will find it to their advantage to keep away.

* * * Look Out for Chubb

A man named George W. Chubb, who holds a membership due book issued by Local Union 1295 of Hornell, N. Y., with his dues paid up to July 1, 1914, has been victimizing members of the U. B. through the east on the pretense of obtaining car fare to pay his way home to Bing-

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hamton, N. Y. On the strength of his representations he obtained sums of money from members in Medina, N. Y., Hornell, N. Y., Jamestown, N. Y., and Sayre, Pa. In Medina he claimed to be a member of Local Union 281 of Binghamton. We are requested by Local Union 1295 of Hornell to notify the membership that it will not be responsible for any money paid to Chubb.

* * *

Any member of the organization knowing the whereabouts and address of William H. Montress, at one time a member of Local Union 42 of New Rochelle, N. Y., will confer a favor by sending same to the secretary of Local Union 1914 of Stratford, Conn. Address letters to George Howard, 177 Beardsley street, Bridgeport, Conn.

* * *

The relatives of C. Glen Rehmel, a member of the U. B., who was last heard from in Memphis, Tenn., but who also worked at the trade in Hot Springs, Ark., would like to hear from him or learn of his present address. Send information to Milton Frack, R. S. L. U. 1069, 1107 Isett avenue, Muscatine, Ia.

* * *

Poughkeepsie, N. Y., L. U. 203.—Work at the trade is exceedingly dull in Poughkeepsie and many of our men are unemployed. At present there is no prospect of a change in the situation. Traveling brothers are advised to stay away. F. Wentworth, R. S.

* * *

Titusville, Fla., L. U. 1428.—As this town is overrun with traveling brothers and "floaters," this local has found it necessary to advise the membership that there is little or no work being done in this section of Florida this season. All the work in sight can be easily handled by the brothers here. M. L. von Kopelon.

* * *

Scranton, Pa., L. U. 261.—Owing to slackness of work in the building line, carpenters are requested to steer clear of this city. No attention should be paid

to newspaper advertisements of building booms, etc., in the vicinity of Scranton. Many of our members are idle. E. E. Knapp, R. S.

* * *

Saginaw, Mich., L. U. 334.—Trade conditions are unusually slack in Saginaw at this time and the situation is being made more serious by the arrival of traveling brothers coming here in search of work. Members of the organization should stay away from Saginaw until further notice. C. F. Plambeck, secretary.

Dykeman Expelled

George L. Dykeman, late treasurer of Local Union 1848, Victoria, B. C., has been expelled from his local for misappropriation of funds. Dykeman has already been sentenced to two months' imprisonment on two charges, and will be tried by a jury on further charges at the next assizes. Members of the U. B. in the Sound cities are urged to take notice of this as Dykeman is well-known in Seattle and Tacoma.

* * *

Not Having Time

The start of a New Year is always the open season for those who impotently bewail the flight of time. Life, in a recent issue, refers the following to persons who persistently insist that they "haven't time."

In one minute you can: Propose to a girl; fall overboard; miss the boat to Europe; be hanged; lose a fortune in the market; kiss a girl from one to sixty times; be kissed as many; acquire a fatal disease; drop from a ten-story building; take a cold bath; run a hundred yards; lose your job; have your pocket picked; write a check for a million; see the point of a joke; be born; die; have a tooth pulled; meet your affinity; say the wrong thing; lose a two-some; say the Lord's Prayer; swear a blue streak; buy a gold brick; sell one; be run over at a grade crossing; read this.

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Shreveport to Have Carpenters' Building

Shreveport, La., is soon to have a spacious carpenters' building, according to plans which have been perfected by the members of L. U. 764 of that city. A picture of the proposed structure appeared in the recent Labor Day program of the Shreveport unions, together with photos of the present officers of L. U. 764, John Morris, president; R. R. Roland, vice-president, and T. L. Blalock, financial secretary. The building will be of brick, three stories high and will contain a large hall. The second floor will be used for a reading room and club rooms for the members. The Labor Day program also contained an interesting history of the U. B. in Shreveport and of L. U. 764, which, according to a recent report, has 310 members.

Information Wanted

A. E. Schilling, a member of Parquet Floor Layers' Local Union 1242 of Cleveland, O., disappeared from his home on November 13, last. He was formerly a



A. E. SCHILLING.

member of the Iron Molders' Union No. 218 of Cleveland, O., and also belonged to that organization in St. Paul, Minn., which is his home town. Schilling is 5 feet, 7 inches in height; has light hair and blue eyes, and is 31 years old. He leaves a wife and three small children without any means of support. It is thought he may have gone to Chicago. Any information concerning him should

be sent to his wife, Mrs. Arnold E. Schilling, 7724 Franklin avenue, northwest, Cleveland, O.

Information is wanted as to the whereabouts of Luther Dixon, a U. B. member of San Antonio, Tex., who left that city on a clearance card last spring and has not been heard from. Efforts made to locate him in other Texas towns have



LUTHER DIXON.

proved fruitless. Dixon is 5 feet, 6 inches tall; has dark hair; gray eyes and a reddish complexion. He has a little white scar on his right cheek. Send information to his wife, Mrs. Lucille Dixon, San Antonio, Tex.

Mrs. Charles Landry, of 64 Cabot street, Holyoke, Mass., again appeals to the membership for information concerning her husband, particulars of whose



CHARLES LANDRY.

disappearance from his home in Holyoke have already been published in The Carpenter. This is a good photo of Landry.

The Carpenter

This is a photo of Harry C. Miller who disappeared from Cincinnati, O., on October 18, 1913. Miller boarded in Cincinnati with a Mrs. Reid at No. 7 Le Roy



HARRY C. MILLER.

Court. He was a member of the U. B. at College Hill, O., and was also a Mason. He has dark hair and blue eyes and is about 5 feet, 8 inches tall. He has a scar on the back of his neck on the left side. Any information regarding him will be thankfully received by his wife, Mrs. Hilda Miller, 2717A Dickson street, St. Louis, Mo.

"White Slaves" of the Cotton Mills

The attention of organized labor is directed to the splendid struggle being waged for the liberation of the "white slaves" in the cotton mills of the South. In the city of Atlanta, Ga., in the "Empire State of the South," where child labor laws are the worst in any State in the Union, or in any civilized country in the world, the cotton workers have organized and revolted against the intolerable conditions imposed upon them by the Fulton Bag and Cotton Company and are fighting for the elimination of child labor, recognition of the union and the establishment of a fifty-four-hour work week.

The Fulton Bag and Cotton Company is supported by the Southern Cotton Manufacturers' Association and the National Manufacturers' Association and they are resorting to the cruelest tactics in their efforts to break the strike. It has been the rule of this company to hold back a

week's wage, and when the workers struck they had from a week to nine days' pay due; this money the company declared forfeited on the grounds that the strikers left without notice. Credit was cut off at the store and starvation was immediately upon them. They are being evicted from the company's shacks by hired niggers and are blacklisted in the mills, intimidated in every possible way to force them back in subjection to the company.

For weeks before the strike efforts were made by the employees' committee to get a conference with the mill officials, but they absolutely refused to meet any committee. Under these circumstances the United Textile Workers of America, the Georgia Federation of Labor and the Atlanta Federation of Trades have determined to come to the assistance of the cotton mill workers and make this strike a national issue, the success of which will eliminate for all time the disgraceful conditions of servitude imposed upon the textile workers in the cotton mills of the South.

Much has been written in an effort to describe the abject poverty of the textile workers in the southern cotton mills. Working in the company's mill, dwelling in the company's shacks, dealing at the company store, owned body and boots by the company, they are robbed and exploited to the limit. Father, mother and little ones sacrificed to the cotton juggernaut, crushed and broken in mind and body, they are fed to the flying wheels of the cotton mill and spun into profits for the company.

The worst enemy to the human race is he who enjoys an education himself and for any reason whatsoever would deny the same blessing to another. The privilege of learning is for all humanity. One of the old rules of slavery was that no master should permit any slave to be taught to read and write. To disregard this law and teach a slave was considered a criminal offense.—Margaret Scott Hall.

State Council Activities



United Brotherhood of Carpenters State Councils

Connecticut—President, Wm. J. Sullivan, 147 Clay st., New Haven, Conn.; secretary, Geo. Chandler, 123 Greenwich ave., Greenwich.

Florida—President, Robert M. Marshall, Lakeland, Fla.; secretary-treasurer, Frank A. Mullan, Box 599, Tampa, Fla.

Georgia—President, A. M. Copeland, 128 Plum st., Atlanta, Ga.; secretary-treasurer, R. L. Singleton, 3 Gilmore st., Waycross, Ga.

Indiana—President, W. F. Wilson, 401 E. Southern ave., Indianapolis, Ind.; secretary, James L. Tate, 1009 Extension Main st., Evansville, Ind.

Louisiana—President, G. W. Moore, New Orleans, La.; secretary-treasurer, John C. Moore, Shreveport, La.

Maryland and District of Columbia—President, Jos. E. Wontsiseth, 27 N. Mount st., Baltimore, Md.; secretary, A. E. Foltz, 612 N. Mulberry st., Hagerstown, Md.

Massachusetts—President, W. H. Walsh, Brookline, Mass.; secretary, P. Provost, Jr., 75 Bond st., Holyoke, Mass.

Michigan—President, F. C. Plambeck, 1101 N. 8th st., Saginaw; secretary-treasurer, J. E. Whittaker, 1317 W. High st., Jackson, Mich.

New Jersey—President, Samuel Botterill, 118 Main st., E. Orange, N. J.; secretary, John R. Burgess, 452 Hoboken ave., Jersey City.

New York—President, T. Gilmore, 21 Beaver Block, Albany, N. Y.; secretary, Chas. Fiesler, 405 E. 86th st., New York City.

Northwest State Council—President, R. O. Rector, 975 Gladstone ave., Portland, Ore.; secretary-treasurer, J. F. Weatherby, 863 E. Sherman st., Portland, Ore.

Oklahoma—President, G. E. Warren, Route 7, Box 88, Oklahoma City; secretary-treasurer, D. N. Ferguson, 801 E. Broadway, Ardmore, Okla.

Ontario Provincial Council—President, James Marsh, 20 Jepson st., Niagara Falls, Ont.; secretary-treasurer, Tonnison Jackson, 34 Applegate ave., Toronto, Ont., Can.

Pennsylvania—President, D. A. Post, 416 S. Main st., Wilkes-Barre; secretary-treasurer, J. A. Ryan, 1712 S. 18th st., Philadelphia.

Quebec Provincial Council—President, Arthur Martel, 1399 St. Denis st., Montreal, Can.; secretary-treasurer, Pierre Lefebvre, 301 St. Dominique st., Montreal, Can.

Rhode Island—President, Clarence E. Briggs, 172 Division st., Pawtucket, R. I.; secretary, C. Clarkson, 1022 Main st., Pawtucket, R. I.

Texas—President, D. B. White, 1103 N. Travis st., Sherman, Texas; secretary, J. E. Proctor, 833 Columbia st., Houston, Texas.

Indiana State Council

A well-attended meeting in the interest of the Indiana State Council was held at Indianapolis on Saturday, December 19. It was called for the purpose of stirring up interest in the affairs of the council among the unaffiliated locals in the state. Addresses were made at the meeting by General President James Kirby, First General Vice-President Hutcheson, and by W. F. Wilson, president of the State Council; Spurgeon P. Meadows and F. Ulsas. All the speakers dwelt upon the necessity of building up a strong state organization of carpenters which would centralize the power and influence of the U. B. members in the state and permit them to direct their collective strength into the proper channels. The meeting had very beneficial results, a number of locals not previously affiliated being added to the State Council roster.

Ohio State Council

Those members of the U. B. who were responsible for calling the preliminary meetings in connection with the formation of an Ohio State Council of Carpenters are congratulating themselves on the success of the first convention of that body which was held in Columbus, O., on December 6. A reassuring response was made to the call for the affiliation of local unions, twenty-five delegates, representing twenty-two local unions, being present. A large amount of business was transacted during the short time at the disposal of the delegates, notably the framing of a constitution and by-laws which are now being put to a referendum vote of the affiliated locals.

The officers of the new State Council are: President, John H. Potts, Cincinnati, member of the G. E. B. for the third

(Continued on Page 53.)

Craft Problems



Different Styles of Construction (By Dwight L. Stoddard.)

I believe that real conditions as we come in contact with them and the manner in which we handle them are of the greatest value to the young builder who is anxious to learn the best way, and I believe it is only proper at this time to get out of the systems, to a certain extent, of our young carpenters the idea that we do not do as good work today as we used to in times gone by. I contend that with all our modern haste and hurry that we do our work far safer than in years gone by. It is true that the ancients used to take their time and do their work as well as they knew how, but they did not know near as much then as we do today, for the world is growing wiser, and we have our official Journal and the other building papers to assist us. Fifty years ago about all a carpenter could learn was what he might gather from the four or five other carpenters that he was fortunate enough to be working with. Today the boys mingle together at their headquarters and in their halls by the hundreds and swap ideas for what they are worth and through our official paper we get valuable hints and learn how the different boys are doing their daily work in different parts of the country. Today we have a hundred chances for education to one of fifty years ago, and the union has done much to stop the hasty, shoddy work so much in evidence in former years. The world is growing better. The union has done its full part in bringing about these conditions. We have only started and we will go on to such proportions that nothing can stop us.

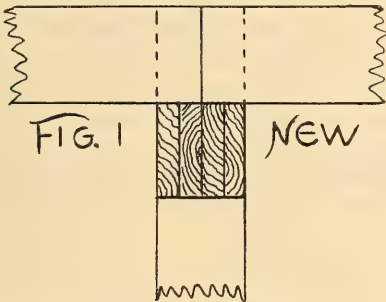
"Safety First" is the slogan that is now prevailing all over the country. If we would put it into practical use all the time and everywhere, what a different world this would be. But in writing this article it was not my intention to dwell upon the particular value of the expression in every meaning of the phrase. I simply wish to call particular attention to its value from a building point of view. If the architect and the builder would always think first of safety; if the carpenter when he was doing the real construction would only think of "safety first," wouldn't buildings be safer and more permanent?

We are told almost every day that the builders of today do not build as well as they did years ago. We are told it so often that sometimes we are almost ready to really believe it ourselves. There is, however, no doubt in my mind that the people years ago built with a desire to do good substantial work, and it is true that as the years rolled by people got in a hurry not only to do the work but to make money, too, and for a time there was a good deal of very shoddy work done in this country. In the past there were very few building inspectors to see that the work was done right, while today there is not a city worthy the name that does not only have its building inspector, but that official himself has his assistant inspectors by the score, and no matter what you may think about it they have done a wonderful amount of good, not perhaps so much real good themselves, but the mere fact that they are on the job and likely to come around has made the work of this country much better.

Suppose we were building a cheap house and the cellar under it was so large that the joist would have to have a support in the center, we would arrange today to dig the cellar deep enough so that

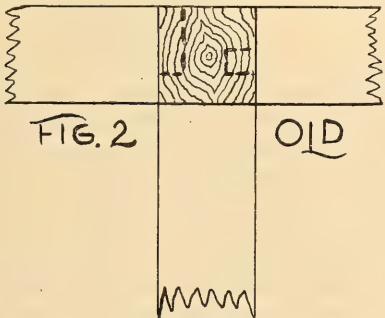
The Carpenter

we could walk under the girder, and we would very hastily construct a girder out of a few joists nailed together. For a better job we would bolt the girder together. If the joist was long enough to reach clear across the house this would simply support the center of them and keep them from sagging, but if there were short joists and it took the length of two to reach across the building where it was particularly necessary to have them come exactly together we would have them meet in the center as illustrated in Fig. 1, but the rest of them



we would just let lap by each other as the dotted lines illustrate and then spike the lap together and then nail them down into the girder.

That is about the way we would go about it to do a cheap job today. Fig. 2 illustrates the way they used to build in years gone by. I have just reconstructed an old house which I suppose

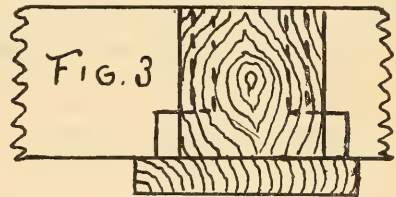


was built about 40 years ago. The girder was on a level with the joist, not under them, please remember that.

A mortise was cut down into the girder about $\frac{1}{2}$ of the way and a tenon cut into the joist to drop down into the girder. It is quite true that this had stood the

test all these years, and yet I consider the girder cut into and all of one piece was not near as stout as a girder put together with different pieces with the grain of the wood running differently.

I recently reconstructed another job, where the girder was hewed out, not sawed, which leads me to believe it was considerably older than the one just mentioned. It had a two-inch mortise in the girder for the joist to fit in, and it is true again in this case that it had done pretty well, for it had stood the test all these many years and yet having nothing to fasten them in place the building had spread until I could put the thickness of a 2x4 between the bottom end of the joist and the girder. Now, remember, it was the same way all along on both sides of the girder. Had one



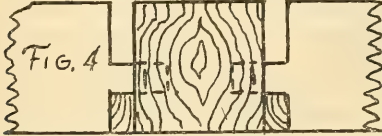
side spread a bit more than the other there is nothing in the world that could have kept one side of the entire floor of the house from falling into the cellar and why it had not done so years ago I am sure I am at a loss to know.

All over this building I put this $1\frac{3}{4}$ -inch thick piece all along the girder, spiked it well into the girder and let the upper edge of it go up until it hit the projecting piece on the joist that went into the girder. Then I spiked the bottom edge of the joist into the piece that I spiked onto the girder. In that way, I contend, for the first time you got to a certain extent at least the full support of those joists. According to the old way as you will see they never got more than probably 2-3 the real strength of their timbers, be it girders, joist or practically anything else. One could go on in this way in comparing work of years gone by with work of the present day and it occurs to us that in the future, when we regard construction from the "safety first" standpoint, the work of the present will

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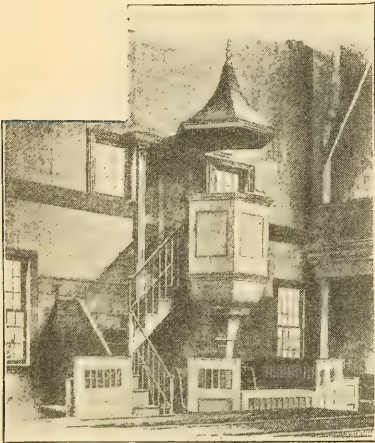
be so far ahead of the work of years gone by that comparisons will be useless.

Very likely some of these days some one will come along and tell you that we do not do work nearly as well today as we did years ago. If he does please tell him that he simply does not know what he is talking about. And if 40 or 50



years ago they had considered "safety first," and built as we do today, the building I am referring to would not have spread and the house would not have gone to rack and ruin in all parts and have been so extremely dangerous in the center. To take safety precautions as much as possible at this late date on an old house, that was not worth a better job at first, I simply spiked a wide joist on the bottom of the girder as illustrated in Fig. 3, while in the other one of the hewed girders I nailed on a piece of 2-inch as mentioned before and as illustrated in Fig. 4.

Colonial Carpentry



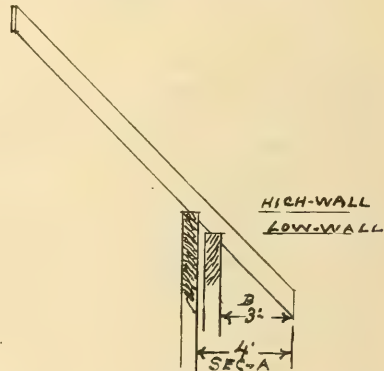
The above illustration shows a piece of woodwork well worthy the attention of every carpenter. This church situated in Brockton, Mass., evinces the high skill which the New England mechanics pos-

sessed and practiced. The most unique feature is the canopy over the pulpit which is evidently carried by heavy oak cantilever beams built into the masonry of the wall as no iron suspension rods are in evidence. The whole detail being, as it were, hanging by itself in the air. For quaint simplicity and excellent workmanship this example of the work of carpenters of Revolutionary days cannot be surpassed and is a high tribute to the past members whose handiwork was so well done and lasting.

A Point in Roof Framing

(By Rowland Hill.)

We occasionally come across a piece of work in roof framing, which, like the illustration, requires some thought and experience to quickly solve. To illustrate we may take Section A with hips running

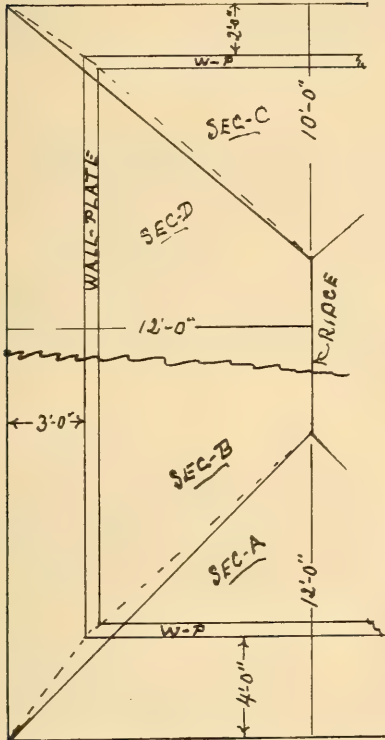


regular, projection from wall line on one side is four feet, and other side three feet, and cornice to be level so that soffit-facia and moldings will member. The hip line must show straight when finished, not crooked as shown by dotted lines. Yet some actually do it in that fashion and claim that it cannot be done any other way. Just examine the cut and you will note that hip line has been thrown over from corner of wall plates, making a straight line from corner of cornice to point on ridge shown on house plans. This is accomplished by a difference in the height of walls as shown in elevation details. You will have no trouble in doing this class of framing if

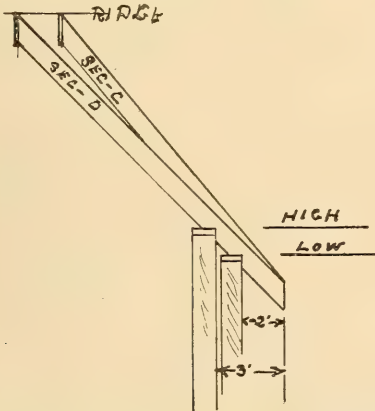
The Carpenter

this method is followed. (Sections A and B.)

Sections C and D show an irregular



hip and consequently different pitches. The dotted line shows the wrong way to



do this job, while the straight line drawn from point of cornice to proper joint on ridge gives us the right line, and elevation No. 2 shows just how to find the difference in wall height.

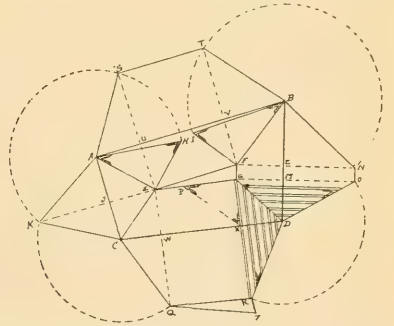
Framing Roofs of Irregular Plan

(By Owen B. Maginnis.)

This roof is of another and rather uncommon plan, and one which will be interesting to work out. It is a form of roof which sometimes occurs and will prove useful.

A, B, C, D, is the plan, and it will be noticed that the side walls are not parallel, or at equal distance apart from end to end, but spread or widen out from A to B, and from C to D, or B, D, is longer than A, C. Similarly A, B, is longer than C, D, and not parallel to C, D. For this reason, coupled with the necessity of keeping the ridge level on both sides a side, and parallel to each wall plate; these are shown as E, F, and E, G.

The seats of the hips as A, E, C, E, B, F, and D, G, are found by bisecting each of the separate angles on the plan, which can be done by taking any two points



equidistant from the apex of the angle as A, and striking intersecting arcs. (As every carpenter knows how to do this, I will not illustrate it here.) This process will give the seats of the hips as shown and lettered, with the addition of a short piece of ridge F, G.

To find the lengths and bevels of the rafters, proceed as follows: For the common rafters to range from U, E to V, F, on the one side, and from E, W to G, X, on the other side; raise up the pitch G. P. Square out from G to X, and join P X, which joining line will be the exact length of the common rafter from outer edge of plate to center line of ridge. To obtain length of hip rafters

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square up from each point at the peaks, as E, H, F, I, on one side. Make E, H and F, I, each equal to G, P; A, H and B, I will be the lengths of the hip rafters, which will rise over A, E and B, F. The hip rafters, which will be set up over the seats C, E and D, G, are determined in a similar manner. The top and bottom bevels delineated at the peaks and bottoms are the top and bottom cuts of each, and it will be noticed that no two bevels are alike, so that each rafter must be carefully laid out and marked for each particular corner. There will be four hips of different lengths and with different bevels, so they must be properly framed. In regard to the jack rafters, they are shown on the right side spaced out on the wall plate from X to D, against the hip, G, D. Their top down bevel or plumb cut will be the side bevel. Similarly with those from D to M, the plumb cut will be the same as P, but the bevel will be that at O.

In order to develop the planes of this roof, commence by drawing E, U, S, from E, through W, at right angles to E, F, or A, B; also draw F, V, T parallel to E, U, S. Make A, S, equal to A, H by taking A as centre with radius A, H, and striking the arc H, S. Through S, draw S, T, parallel to A, B. If a centre be taken at B, and an arc struck as I, T, N, it will be found that the arc will pass through T, or F, V, produced at T. The surface A, S, T, B, will cover the plan A, E, F, B, on the pitch E, H.

Draw E, J, square to A, C, and produce to K. Sweep H, S, to K, and join A, K, and K, C. A, K, C, will be the covering plane which will cover over A, E, C, on plan. For the plane of A, E, G, D, draw E, W, square to E, G, and produce to Q. With C as centre and C, K, as radius, strike the arc K, Q; draw Q, R, parallel to C, D. Join C, Q, which will be the centre of the hip rafter on this side. Draw G, X, square to C, D, and produce to R; join R, D, C, Q, R, D, will be the covering plane which will cover over C, E, G, D, on the pitch G, P.

Now draw G, M, and F, L, square to B, D, and produce them to N and O.

With D as centre and D, R, as radius, describe the arc R, O, also the T, N. Join N, O, B, N, O, D, will be the covering of the plan B, F, G, D, on the pitch G, P. Q, R, Y, Z, will be the covering or deck, being the same size or area as E, F, G.

Above the plan and lay out of the roof will be seen the elevation, or as it will appear when framed, raised and covered.

A model can be made of this roof by cutting out the entire outside outline of the covering and making a slit from A to B, from B to D, from D to C, from C to A, also from Q to R, which being folded up will show the completed roof with the rafters, cuts and bevels in position.

Two and Two Make Four

Prominent Washington women in a box at the Columbia theater brought forth knitting material during the intermissions. The things they make are to be sent to Belgium for the relief of the suffering people. One pair of socks = twenty cents. One box at the Columbia theater = twenty dollars. The impulse is unimpeachable, but the arithmetic is bad. —The New Republic.

Books on Carpentry

The following standard books on the subject of carpentry may be found on the shelves of most public libraries: "Carpentry Made Easy," Bell; "Carpentry and Joinery," Fletcher; "The American Stair-Builder," Gould; "Cassell's Carpentry and Joinery," Hasluck; "Modern Carpentry, a Practical Manual," Hodgson; "Practical Carpentry," Hodgson; "The Beginner's Guide to Carpentry," Jarvis; "Building Construction and Superintendence," Kidder; "Manual Training," Kilbon; "Forty Lessons in Carpentry Workshop Practice," Mitchell; "A Treatise on Stairbuilding and Handrailing," Mowat; "Handwork in Wood," Noyes; "Practical Carpentry," Radford; "A Manual of Carpentry and Joinery," Riley; "Modern Carpentry and Building," Sylvester; "Woodworking for Beginners," Wheeler.

Für Unsere Deutschen Leser



Das Clayton Gesetz Unterzeichnet.

Als Präsident Wilson, am Donnerstag den 15. Oktober das Clayton Gesetz mit seiner Unterschrift versah und die darin enthaltenen Arbeiterclauseln intakt ließ, hatten die organisierten Arbeiter des ganzen Landes einen großen Sieg errungen. Das große Prinzip, welches diesem Gesetze zugrunde liegt findet, wie Präsident Compers in seiner auf der General-Konvention in Indianapolis gehaltenen Rede ausführte, seinen Ausdruck in der in Section 7 enthaltenen Erklärung: „Die Arbeit eines Menschen an sich ist weder ein Gebrauchs- noch ein Handelsartikel.“ Diese verständliche und wichtige Erklärung findet heute überall Anerkennung als eine zeitgemäße Ergänzung unserer Bundesgesetze und würdigen Anhang zu der Emanzipations-Proklamation des 13ten Amendments. Wir haben es Senator W. B. Cummins von Iowa zu verdanken, daß diese Erklärung der Section einverleibt und letztere nach Amendirung seitens des Senats in nachstehendem Wortlaute angenommen wurde:

Die Arbeit eines Menschen an sich ist weder ein Gebrauchs- noch ein Handelsartikel. Keine, in den Antitrust-Gesetzen enthaltene Bestimmung, soll so ausgelegt werden als verbiete sie das Bestehen oder die Tätigkeit von Arbeiterorganisationen eines Gewerkes, des Acker- oder des Gartenbaus, die sich zwecks gegenseitiger Hilfe verbunden haben; die kein Betriebskapital besitzen und nicht bestehen um Profite zu erzielen; oder als verbiete oder verhindere sie ein Mitglied dieser Organisationen deren gesetzliche Zwecke in gesetzlicher Weise zu verfolgen; noch sollen solche Organisationen oder Verbände oder deren Mitglieder verfolgt, oder erstere auf Grund des Anti-Trustgesetzes als ungesetzliche, conspirirende oder betriebshemmende Verbindungen betrachtet werden.

In dieser Section, und besonders in dessen Anfangssatz, ist die Stellung die der Arbeiter in der menschlichen Gesellschaft einnimmt, allem Zweifel enthoben, und der Unterschied zwischen der Arbeit eines Menschen und dessen Arbeitserzeugnis so klar bezeichnet und alle Zweideutigkeit, die zu der Annahme führen könnte, daß Arbeiterorganisation den Trustgesetzen zu unterstellen seien, beseitigt. Wir sind der Ansicht, daß die Arbeiterclauseln des Clayton Gesetzes für die Arbeiter

von großem Wert und geeignet sind, ihnen in ihren Beziehungen zu dem Unternehmer mehr Gerechtigkeit und bessere Behandlung zu sichern. So sagte auch Senator Cummins in seiner Befürwortung der Gesetzesvorlage:

Die vielen Irrtümer die sich unsere Gesetzgebung und die Richter zuschulden kommen ließen und schädigend wirkten, sind darauf zurückzuführen, daß wir die Gewohnheit hatten Arbeit als einen Handelsartikel zu betrachten. Die Arbeit eines Menschen, sei es Geistes- oder Handarbeit, ist kein Handelsartikel. So lange wir die Gewohnheit hatten zu sagen, daß ein Arbeiter nichts zu verkaufen habe als nur seine Arbeitskraft, so unterlag dieser Auffassung der Sache eine Begriffsverwirrung. Arbeit an sich ist kein Gebrauchsgegenstand, sie ist kein Handelsartikel; und als die Ver. Staaten Konstitution dem Congresse die Macht einräumte die Handelsbeziehungen unter den verschiedenen Staaten zu reguliren, ermächtigte sie ihn nicht die Arbeit zu reguliren, die Energieentfaltung des Menschen.

In den Sectionen des Gesetzes welche die Inhaltsbefehle reguliren sollen ist vorgesehen, daß die Bundesregierung in Streitigkeiten zwischen Arbeiter und Unternehmer keinen Einschränkungsbefehl erlassen kann, als sei denn, daß dies notwendig sei um unersehblichen Schaden an Eigentum oder an Eigentumsrecht zu verhüten wofür auf gesetzlichem Wege keine entsprechende Remedur zu erlangen ist, und müssen solche Eigentumsrechte in dem Gesetze um einen Gerichtsbesehl „im Besonderen“ nachgewiesen und beschworen werden.

Kein Inhaltsbefehl kann erlassen werden wenn es sich darum handelt: einer Person oder Personen zu verbieten, einzeln oder gemeinschaftlich, die Arbeit niederzulegen oder andere aufzufordern dasselbe zu tun; einer Person oder Personen zu verbieten „mit vorher besagten Personen an einem Orte zusammenzutreffen wo diese gesetzlich berechtigt sind sich zu dem Zwecke zu versammeln Information zu erhalten oder zu erteilen; oder irgend eine Person in friedlicher Weise zu überreden Arbeit aufzunehmen, oder davon abzustehen;“ irgend einer Person zu verbieten den an einer Arbeiter-Streitigkeit Beteiligten ihre Kundschaft zu verweigern, „oder anderen in friedlicher Weise zu empfehlen, anzuraten, oder sie zu überreden dasselbe zu tun;“ die Herausgabe von Streikunterstützung oder anderer Gelder oder

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Wertgegenstände an die an einem Streik beteiligten Personen zu verbieten, friedliche und gesellige Zusammenkünfte zu geselligen Zwecken zu verbieten; irgend eine Handlung zu verbieten die gesellig wäre wenn kein Streik stattfände. Es ist ferner in dem Gesetz vorgesehen, daß keine der oben bezeichneten Handlungen als Verletzung irgend eines Gesetzes der Ver. Staaten betrachtet werden soll.

In Übereinstimmung mit den Bestimmungen besagter Section ist es Ausstehenden gestattet Streikposten zu stehen, andere Arbeiter zu bewegen sich ihnen anzuschließen sowie den an der Streitigkeit beteiligten ihre Kundschaft zu verweigern und ist es ihnen gestattet, sich in friedlicher Weise zur Verbesserung ihrer Beschwerden zu versammeln. Im Falle ein Ausstehender der Nichtachtung eines Gerichtsbefehles außerhalb des Gerichtshofes angeklagt wird, so sind hierfür Gerichtsverhöre vorgesehen; diese Bestimmung findet jedoch keine Anwendung wenn es sich um Vergehen, wie unanständiges oder geringschätzbares Aufzuführen in Anwesenheit des Gerichtes handelt.

Das Gesetz findet Anwendung in allen Bundesgerichten und ist in der Absicht erlassen worden den Einhaltsbefehlen, wo immer Arbeiter beschuldigt werden den Versuch gemacht zu haben Nichtunionleute ohne die Zustimmung ihrer Arbeitgeber zu organisieren, ein Ende zu bereiten.

Die Annahme des Clayton Gesetzes mit dessen Arbeiterclauseln, ist das Resultat schwerer Arbeit und hartnäckiger Anstrengungen — viel schwerer als es bei oberflächlicher Schätzung erscheinen mag, seitens der Beamten der American Federation of Labor und der Gruppe der Arbeitervertreter im Congresse während der letzten Jahre. Ihnen sind wir zu großem Danke verpflichtet für den Kampf den sie geführt haben für die Beseitigung aller geselligen Zweifel und Ungewissheiten welche bisher den Stand der Arbeiter und ihrer Arbeitskraft verdunkelt haben. Nach diesen Resultate können die organisierten Arbeiter mit Vertrauen in die Zukunft sehen und neue Vorstöße zu weiteren Errungenschaften machen.

Die europäischen Holzarbeiter und der Krieg.

Wir ersehen aus dem Bulletin der Internationalen Union der Holzarbeiter, daß der europäische Krieg die Tätigkeit dieser Organisation inmitten ihrer glänzenden Entwicklung zu einem jähen Stillstande gebracht hat. Dies war in Anbetracht der Tatsache, daß die Internationale Union der Holzarbeiter ihre Verbindungen über die Länder ausgedehnt hatte die sich jetzt feindlich gegenüberstehen, nicht anders zu erwarten. In England, Frankreich, Deutschland, Oesterreich-Ungarn, Serbien und kürzlich auch in Rußland, haben die Unions einträchtig in der

Internationalen zusammen gearbeitet um die gemeinsamen Interessen zu wahren und zu fördern.

Der Kongreß, der im Monat August dieses Jahres in Wien stattfinden sollte und von dem erwartet wurde, daß er die gegenseitigen Beziehungen noch inniger gestalten werde, wurde ebenfalls durch den Ausbruch des Krieges verhindert.

Der Sekretär der Internationalen Union, Th. Leypart, erklärt mit Nachdruck, daß die Holzarbeiter der verschiedenen Länder keinen Anteil an der Verantwortung für die Ursachen und die Folgen dieser schrecklichen Katastrophe haben die über sie hereingebrochen ist. Die organisierten Arbeiter in Oesterreich-Ungarn sowohl wie in Serbien und Rußland, in Deutschland wie in Frankreich und England, sagt er, haben alle den aufrichtigen Willen gehabt und sich nach besten Kräften bemüht den Krieg zu verhindern, daß aber deren Einfluß leider nicht stark genug war um ihren guten Willen zur Geltung zu bringen. Er hebt gleichfalls hervor, daß während jetzt die Arbeiter zur Verteidigung ihres Landes ihre Pflicht tun müssen, sind sie trotzdem entschlossen, die internationale Solidarität der Arbeiterklasse hochzuhalten. Diese Entschlossenheit, fügt er bei, wird sicherlich einen wirklichen und dauernden Völkfrieden in der Zukunft herbeiführen.

Er führt ferner aus:

Dazu ist vor allen Dingen erforderlich, daß die Organisationen der Arbeiter sich frei halten von jeder chovinistischen Verhegung. Die Liebe zum Vaterland ist ein köstliches Gut, das auch die Arbeiter pflegen sollen, aber wie in der Vergangenheit wollen wir auch in Zukunft über die Landesgrenzen hinweg uns brüderlich die Hände reichen und mit vereinten Kräften weiter arbeiten an den großen Aufgaben welche die Internationale der Arbeiter zu erfüllen hat.

Wir entnehmen dem Bulletin ebenfalls, daß die Exekutivbehörden der Verbände dringend ersucht sind die Verbindung unter einander und mit der I. U. nach Möglichkeit aufrecht zu erhalten damit die nationalen, wie die internationalen Organisationen der Holzarbeiter möglichst wenig Schaden erleiden und nach dem Krieg sich um so schneller und kräftiger wieder entwickeln können.

Wir sind höchst erfreut über die feste Entschlossenheit der Internationalen Holzarbeiter, ungeachtet und trotz das sich in Europa abspielenden Trauerspieles, ihre internationale Organisation intakt zu halten.

Industrieller Feudalismus in Lead.

Allem Anscheine nach besteht keine Verbindung zwischen dem russischen Zar und I.

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L. Grier, dem Superintendenten der Nicht-Union Homestake und Associate Mining Companies in Lead, S. D. So urteilen wir wenigstens nach Einsicht der Anzeige-Spalte einer Ausgabe des „Lead Daily Call“ die uns kürzlich zugegangen ist. Befehle, Verbote und Empfehlungen wie sich die Einwohnererschaft von Lead verhalten soll, was sie tun und lassen soll und welchen Ansichten sie in der Arbeiterfrage huldigen soll, wimmeln förmlich in der Ausgabe dieses Blattes vom 25. August d. J. Und diese Ergüsse sind alle ein einem Tone des wohlwollenden Despotismus gehalten mit der Unterschrift „L. D. Grier, Supt.“

In einer breitspürigen Anzeige, unterzeichnet von Grier und einem Duzend anderer Beamten des Minenbetriebes, wird den Geschäftsleuten in Lead nachfolgender einleuchtender Wink erteilt damit sie nicht vergeblich möchten was von ihnen verlangt wird:

Angeichts der Tatsache, daß die Minenindustrie des Black Hills Districts die Quelle ist aus der alle andere Geschäftsinteressen besagten Districts ihre Unterhaltungsmittel schöpfen, und daß besagte Industrie beabsichtigt permanent ein System zu etablieren, daß man gewöhnlich als das Nichtunionsystem bezeichnet, empfehlen wir allen besagten Geschäftsinteressen, diese Absicht in allen ihren Handlungen kräftigst zu unterstützen.

In einer anderen Bekanntmachung Griers warnt er vor Verbesserungen auf Ländereien die unter seine Superindentenschaft gehören und schließt mit der Erklärung: „daß die Eigentümer zu irgend einer Zeit diese Ländereien beanspruchen können und daß dann diejenigen die die Warnung nicht beachten ihrer Verbesserungen verlustig gehen würden.“ Wenn man in Betracht zieht, daß sechshebentel des Grund und Bodens von Lead Eigentum der Homestake Co. ist, sei es in schuldigen Abgaben oder in Mineral-Vorrechten, daß viele Geschäfts- und Wohnhäuser auf Boden erbaut sind welchen die Compagnie zu jeder Zeit zur Benutzung für Minenzweck reklamieren kann und der Inhaber der Ländereien auf eine Notiz von neunzig Tagen diese ohne Entschädigung zu erhalten zu räumen hat, so sollte man kaum annehmen, daß eine Bekanntmachung wie die obige notwendig wäre.

Eine andere Bekanntmachung bezieht sich auf die städtische Wasserversuhr. Die Einwohner von Lead sind nämlich in dieser Beziehung von der Homestake Co. abhängig.

In derselben Ausgabe des Daily Call finden wir eine kurze „Beschreibung der Homestake Betriebseinrichtung“, sowie einen Artikel mit der Ueberschrift: „Wer hat mit der Einmischung in die Willensfreiheit der Arbeiter Lead's dem Anfang gemacht?“ Bekanntmachung und Artikel können den prahlerischen und einseitigen Standpunkt Grier's

und der Minencompagnie nicht verleugnen. Ferner enthält das Blatt eine Anzeige des Lead Opernhauses in welcher den Homestake Arbeitern kund und zu wissen getan wird, daß sie bei gewissen Schaustellungen in der Auswahl der Sitze den Vorzug haben werden.

Wenn man industriellen Feudalismus, entwickelt in der neunten Potenz, im modernen Amerika zu sehen wünscht, so sollte man nicht veräumen Lead in South Dakota einen Besuch abzustatten. Nicht nur daß die einzige in Lead erscheinende Zeitung nur die Ansichten der Minencompagnie zum Ausdruck bringt, was ja nach Vorausgegangenem selbstverständlich ist, aber auch wieder die Bürger noch die Arbeiter Leads dürfen sich erdreisten ihre Meinung über bestehende schmachvolle Verhältnisse auszusprechen; sie würden sicherlich dem Grim und der Rache der Minenbeamten verfallen würden sie es wagen.

Die Compagnie unterwirft ebenfalls alle politischen und gesellschaftlichen Vorgänge in Lead einer strengen Censur; die ganze Gemeinde ist scheinbar der Gnade und Ungnade der Compagnie überliefert.

„Freiheit der Arbeit“ von der Art John D. Rockefeller's, Jr., und seinen Trabanten herrscht in Lead seit der Aussperrung der Mitglieder der Western Federation of Labor. Nur Nicht-Unionleute werden zur Arbeit in den Minen zugelassen; wer um Arbeit nachsucht muß eine Karte mit der Erklärung unterschreiben, daß er sich des Rechtes begibt, einer Arbeiter-Organisation anzugehören. Um eine derartige „Freiheit der Arbeit“ zu erhalten und um, wie gesagt wird, das wertvolle Eigentum der Compagnie zu beschützen, unterhält man ein Defektivcorps in der Stärke von neunzehn Mann. Alle diese bezahlten Werkzeuge der Minenbarone sind mit der Vollmacht eines Sheriffsdeputierten ausgestattet und es gehört zu ihren Obliegenheiten alle Agitatoren und Befürworter der Gewerksorganisation unter den Beschäftigten aufzuspüren und sie an geeigneter Stelle anzuzeigen, worauf deren summarische Entlassung erfolgt.

Dies ist „Freiheit der Arbeit“ wie sie Rockefeller und Ausbeuter seines Schlages meinen. Die Situation in Lead ist eine klar und deutliche Illustration der Erniedrigung und Entwürdigung der die Arbeiter im allgemeinen ausgesetzt wären wenn sie reaktionäre Kapitalisten unbehindert und nach ihrem Belieben gewähren ließen.

In seinem jüngst erschienenen Buche: „Die Landwirtschaft unter Einfluß von Bergbau und Industrie im rheinischen Ruhrkohlenrevier“ weist Dr. W. Awerck nach, daß dort schon 1907 47,051 Erwerbstätige, meistens Industrie- und Bergarbeiter, im Nebenberuf Landwirthe waren.

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Frauen- und Kinderarbeit in unserem Lande.

Am 29. Januar 1907 hieß der Präsident den folgenden Kongreßbeschluß gut:

That the Secretary of Commerce and Labor be, and is hereby, authorized and directed to investigate and report on the industrial, social, moral, educational and physical condition of woman and child workers in the United States wherever employed, with special reference to their age, hours of labor, term of employment, health, illiteracy, sanitary and other conditions surrounding their occupation and the means employed for the protection of their health, person and morals.

Das Ergebnis der auf diese Anordnung hin unternommenen Enquete ist niedergelegt worden in einem 19 Bände umfassenden Bericht, der mit ungeheurerem Fleiße zusammengetragen ist und wohl einzig dasteht in der sozialstatistischen Literatur. Dem Berichte zufolge waren in unserem Lande im Jahre 1905 insgesamt 1,065,884 Frauen in gewerblichen Betrieben beschäftigt; hievon sind 128,163 in der Baumwollenindustrie thätig; auch die Bekleidungsindustrie beschäftigt ein ganzes Heer von Männern und Frauen. Die hygienischen Verhältnisse in den Fabriken sind ungünstig, insbesondere fehlt es an geeigneten Entlüftungsanlagen. Zahlreich sind in dieser Industrie die Heimarbeiterinnen; während die Werkstattarbeiterin in einer Woche mindestens 2 Dollar verdient und es bis auf 5 Dollar bringen kann, kommen nur die Hälfte der Heimarbeiterinnen auf wöchentlich 3 Dollar, die anderen bleiben unter diesem Satz; nahezu 45 Proz. verdienen im Jahr weniger als 100 Dollar. Die Verhältnisse in der Heimarbeit sind recht ungünstig; die Sterblichkeit der Säuglinge solcher Heimarbeiterinnen ist sehr hoch; sie betrug für die unter 5 Jahre alten Kinder 92.2 pro Mille.

Die Durchführung der Kinderschutzgesetze ist in der Regel unzureichend; so werden in den Glasfabriken 5,705 Kinder (10.4 Prozent) unter 16 Jahren beschäftigt, und zwar auch während der Nacht. Auch die Fabrikinspektion läßt zu wünschen übrig, wodurch es ermöglicht wird, daß Frauen zu Arbeiten verwendet werden, denen sie ihrer Natur nach nicht gewachsen sind.

Besonders verbreitet ist die Frauen- und Kinderarbeit in den Seidenfabriken; in einzelnen Fabrikgegenden sind nur 9 Proz. Männer, dagegen 67.8 Prozent Frauen und 23.2 Proz. Kinder in Seidenfabriken beschäftigt; auch in diesen Fabriken sind die Schutzvorrichtungen recht minderwerthig.

Eine besonders beachtenswerthe Untersuchung bildet die Erhebung über die Frauen, welche in Läden, Fabriken, gewerblichen Betrieben oder ähnlichen Unternehmungen thätig sind, ohne eigenes Heim in Groß-

städten leben und nur auf ihren Verdienst angewiesen sind in Gegenüberstellung zur Erwerbsthätigkeit im eigenen Heim. Eine Zusammenstellung der Einnahmen und Ausgaben zeigt, daß bei einem Durchschnittsverdienst aller Frauen (die Aufwärterinnen in Speisehäusern ausgenommen) von \$7 nach Abzug von Nahrung und Kleidung ein Ueberschuß von \$1.55 bleibt; für Vergnügen und zur Zerstreuung bleibt meist nichts mehr übrig. Ein weiteres beachtenswerthes Kapitel ist die Darstellung der Lage der Aufwärterinnen; die meisten dieser Arbeiterinnen (62 Proz.) besitzt kein eigenes Heim, zahlreich von ihnen sind verheirathet; der durchschnittliche Wochenverdienst stellt sich auf ungefähr \$5.50; die Höhe der Trinkgelder ist verschieden. Bezeichnend ist, daß die Kellnerinnen; die meisten dieser Arbeiterinnen als wie andere Mädchen; nicht selten steigt dieser Betrag auf \$2 in der Woche an.

In der Metallindustrie zeigt sich eine fortschreitende Verkürzung der Arbeitszeit. Die volle „60 Stunden“-Woche besteht nur noch bei etwa einem Sechstel der Betriebe und fast demselben Bruchtheil der Arbeiter. Auf fallend ist die große Zahl von Kindern, welche wöchentlich eine Arbeitszeit von 60 Stunden haben gegenüber den erwachsenen Arbeitern. Nur 19.54 Proz. der männlichen Arbeiter über 16 Jahre, 11.48 Proz. der weiblichen Arbeiter über 16 Jahre sind wöchentlich 60 Stunden beschäftigt, dagegen 31.68 Proz. der Kinder unter 16 Jahren. Auch diese Thatsache beweist, daß die Kinderschutzgesetzgebung noch recht der Verbesserung bedürftig ist. — Central-Blatt.

Ueber die staatliche Arbeitslosenversicherung Großbritanniens machte der Minister John Burns jüngst im Parlament folgende Angaben: Für die 2½ Millionen Arbeiter mit Arbeitslosen-Versicherungskarten sind rund \$12,000,000 eingegangen; nur 4 Millionen sind bisher auf Grund von 1,100,000 Ansprüchen an 800,000 Personen ausbezahlt worden. 70 v. H. der erfüllten Ansprüche sind von den Arbeitslosen selbst und nur 30 v. H. durch Gesellschaften angemeldet worden. Die Geldlage ist also sehr günstig.

In dem Huddersfield Konsularbezirk in England giebt es ungefähr 60 genossenschaftlich organisierte Konsumvereinigungen, von denen die Huddersfield Co-operative Industrial Society die bedeutendste ist. Dieser Verein zählt 25 Zweige, mit 16,000 Mitgliedern; er wies für 1913 einen Warenumsatz im Werte von rund \$800,000 auf. Die übrigen dortigen Genossenschaften zählen zusammen 77,000 Mitglieder, und setzten im verfl. Jahre Waren im Werte von rund \$5,000,000 um.

Departement Francais



Le Peuple Du Travail

Des capitalistes qui contrôlent des milliards de dollars en terres, machines et bâtisses, charbon, fer et cuivre en mines, avec de l'argent comptant et du crédit en abondance, se sont organisés et se retranchent solidement au moyen de corporations de toute sorte et dans des combinaisons des corporations nommées "Trusts." Do nouvelles corporations se forment chaque jour en se procurant des chartes délivrées par tous les Etats de l'Union. Les capitalistes ont profité immensément de cette organisation; ils ont haussé les prix des aliments et des articles de ménage du peuple. Ils sont insatiables et jamais satisfaits. De nouveaux plans financiers, avec le soutien et sous les auspices du Gouvernement, sont lancés en leur faveur et grâce à eux, ils recueilleront de gros profits. Le Labeur, non organisé et isolé, comprendra-t-il la leçon? Se combinera-t-il pour obtenir un profit et une protection mutuels?

Avec la croissance du mouvement des unions de métier jusqu'à atteindre un chiffre de trois et peut-être quatre millions dans la prochaine décade, les problèmes économiques et sociaux qui à présent attirent à peine l'attention de la moyenne des lecteurs de journaux, deviendront alors des issues exigeant une solution immédiate dans les salles législatives du pays.

Sans organisation sur la base unioniste, le travailleur manuel devient la proie des pirates industriels; la concurrence à couteaux tirés devient la règle au lieu d'être l'exception; toutes pertes commerciales, de quelque source qu'elles proviennent, seraient portées au débit du salarié, soit en abaissant le tarif des salaires, soit en exigeant une plus forte production sous le prétexte d'une augmentation de leur "habileté productive." Avec la

peur du renvoi toujours présente au non-unioniste, le dernier vestige de virilité disparaît graduellement et un état proche de l'esclavage lui succède.

"Le Labeur triomphera, comme il n'a cessé de triompher, avec d'innombrables échecs, dans l'Histoire entière, parce qu'il comprend la plus nombreuse partie de la race humaine et parce qu'il a fondamentalement raison et que ses adversaires ont fondamentalement tort. La seule manière concevable dans laquelle il puisse y avoir une progression permanente de la civilisation, est une amélioration dans les conditions du Labeur—de plus fortes rémunérations, des journées de travail plus courtes, une meilleure éducation et, en général, une vie plus saine et plus heureuse pour les ouvriers. L'invention des machines ne comporte pas de profit pour le monde, ni la perfection de l'organisation humaine, à moins que la partie la plus nombreuse de la population n'en puisse profiter elle aussi. Les soi-disant "classes supérieures" ont toujours été assez prospères au point de vue matériel, autrement, elles n'auraient pas été "supérieures." La seule manière dont nous puissions mesurer le progrès, c'est par le progrès des travailleurs manuels."

Les statistiques gouvernementales prouvent que le labeur organisé au Canada fait des progrès constants et rapides. Le rapport annuel du Département du Labeur pour l'année 1913 montre qu'en 1912 et 1913, il y a eu une augmentation de quarante mille membres dans les organisations ouvrières de ce pays. Il y avait à la fin de cette dernière année, 176,000 ouvriers unifiés au Canada et sur ce chiffre, 149,577 étaient enrôlés dans les organisations internationales.

La "National Women's Trades Union

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League" ou "Ligue Nationale Féminine des Unions de Métier," a entrepris un travail des plus utiles pour le mouvement des unions de métier, en établissant une école nationale d'entraînement pour organisatrices, dont l'objet est de mettre des organisatrices expérimentés en campagne pour organiser les ouvrières, de voir que leurs affaires soient bien conduites et d'encourager ainsi l'organisation et la permanence de l'organisation des salariées.

Le labeur des enfants peut être éliminé par la législation, qui comprend une instruction obligatoire pendant au moins neuf mois de l'année et pendant au moins huit années consécutives. Un examen de capacité physique basé sur une moyenne établie par la loi, devrait accompagner le certificat d'études avant qu'un garçon ou une fille puisse obtenir un emploi dans une fabrique. Des lois strictes stipulant une amende d'au moins cinquante dollars pour la première offense et l'emprisonnement pour la seconde violation, devraient être promulguées. Pour faire observer la loi équitablement et honnêtement, un nombre adéquat d'inspecteurs de fabriques devrait être organisé. Sans cette précaution, la loi serait incomplète et de valeur douteuse.

L'attention du public doit être attirée sans cesse sur les injustices du travail des enfants dans les "sweat-shops" des grandes villes. Quelques travailleurs sociaux et les soidisant philanthropes désignent ces antres d'iniquité sous le nom de "travail à domicile," alors qu'ils ne sont purement et simplement que des fabriques sans heures de fermeture. Le travail commence tôt le matin et finit tard le soir.—Cigarmakers' Journal.

Victoires de la Paix

Le numéro de l'American Federationist publié le Jour du Travail était des plus remarquable. Sur la première page de la couverture paraissait cet exposé compréhensif de son contenu: "Labor's Triumphant March Told in Messages of Hope and a Symposium of Achieve-

ments." Des messages au mouvement ouvrier venaient du président Wilson, de l'ex-président Théodore Roosevelt et de l'ex-président William H. Taft. Celui du président Wilson était un mot d'encouragement; l'ex-président Roosevelt se rapportait à la responsabilité des unions ouvrières et de la responsabilité du peuple pour le maintien de la loi et de l'ordre, etc., tandis que l'ex-président Taft se déclarait en faveur des unions ouvrières mais opposé aux manufactures unionistes.

Précédant ces messages du président et des ex-présidents paraissait un exposé du président Gompers, qui donne sujet à réfléchir, et inspire de l'espérance pour l'avenir.

"La liberté ne se gagne pas d'un seul effort. La liberté existe comme résultat d'effort continue pour la réalisation des droits de l'homme. Chez un peuple libre cet effort doit émaner du peuple lui-même. Le Jour du Travail représente l'effort d'hommes et de femmes pour assurer pour eux et leurs enfants justice et opportunité de la vie. Parce que ce jour de fête du peuple travailleur renferme l'esprit caractéristique de la nation, des citoyens qui ont contribué à faire adopter ces idées nationales et qui ont pensé avec instinct et liberté, justice et humanité ont été priés d'écrire un message ou salutation aux compagnons de travail qui s'efforcent à faire de la liberté, de la justice, et de l'humanité des forces pratiques dans la vie et le travail de chaque jour." Dans le "Symposium of Achievements" se trouvaient des rapports des différentes unions internationales concernant les progrès faits durant les derniers douze mois. Nos membres seront sans doute intéressés de savoir que votre secrétaire-trésorier-général a collaboré à ce Symposium par un article qui fait connaître les progrès de l'Union des "Boot and Shoe Workers" durant l'année écoulée.

"L'année qui vient de finir a été une année de progrès ferme pour l'Union des "Boot and Shoe Workers." Non seulement avons nous gagné dans le nombre de membres d'une manière substantielle,

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mais nous avons eu d'importantes améliorations dans les gages et conditions laborieuses. Au lieu d'avoir été sur la défensive durant les temps durs ou d'avoir peut-être eu à résister des tentatives de réduction de gages, comme cela arrivait avant l'adoption du présent système, l'amélioration des gages et conditions laborieuses ont été continues.

"Il y a à-peu-près seize ans notre union adopta le système d'accorder notre Cache à tout manufacturier de chaussures qui signerait un traité pour arbitrer tout différend qui ne pourrait être mutuellement réglé, toujours à condition, toutefois, qu'à cette date il n'existerait pas de grève ou de lockout dans la manufacture. Pendant quelques années ce système fut considérablement opposé dans nos rangs et la question fut longuement discutée à chaque convention. Mais toujours, à chaque congrès, le vote continua à venir de plus en plus fort. Aujourd'hui si quelqu'un présentait une motion dans une convention pour l'abolition de ce système, une telle motion serait à peine considérée.

"Seize années d'expérience ont prouvé à nos membres, même à ceux qui étaient portés à l'opposition que ce système est excellent. Aujourd'hui même, parmi ceux qui se sentent disposés à être de l'opposition dans les affaires internes de l'union, le sentiment général est que le système, tel qu'adopté par cette organisation il y a seize ans, est excellent pour l'intérêt de l'union et de ses membres."

"Quand, dans aucune réunion ou conférence ou convention de cette union, un membre ou un délégué se permet de critiquer notre conduite de faire des contrats d'arbitrage on le confronte avec des faits qui lui font perdre contenance, et l'on se demande s'il est bien sain d'esprit. Voilà réellement ce que pensent nos membres concernant le système que nous suivons. Cela indique qu'on en a compris l'importance et que nos membres sont bien satisfaits des résultats obtenus."

"Quelque soient les conditions de gages ou de travail existantes dans une manufacture avant que le Cachet de l'Union

soit adopté, du moment qu'un contrat d'arbitrage est signé le procédé d'amélioration commence, parce que les employés sont alors en position de faire un marché collectif. Ils ont une organisation, et leur droit de négocier par la voie de leur Union leur est garanti d'avance. Ce n'est pas l'arbitrage qui est si précieux comme les traités mutuels nombreux qui existent à cause du fait que le patron d'un côté et l'Union de l'autre ont consenti à arbitrer au cas où il serait impossible de s'entendre mutuellement. Les cas qui sont soumis à l'arbitrage ne sont probablement pas un sur cinquante de ceux qui sont mutuellement, réglés favorablement pour les travailleurs. Les cas de règlement mutuel sont si nombreux que nous n'en connaissons pas le nombre, et cela continue dans les sections où l'on fait des chaussures dans les manufactures qui ont adopté les contrats d'arbitrage avec Cachet de l'Union.

"Tout ne se gagne pas du coup. Nous avançons graduellement, un peu ici et un peu là, mais nous gagnons tout le temps. Un grand nombre de manufacturiers de chaussures n'aiment pas à monter le coût de la fabrique des chaussures de dix centins par paire, ce qui est qu'une augmentation radicale pour tous les employés d'une manufacture voudrait dire si cela se faisait, mais il n'est pas rare qu'une grande portion des employés d'une seule manufacture de chaussures reçoive une augmentation se montant à cinquante centins par jour, ou trois dollars par semaine. Ces avances et autres assurées précédemment et subséquemment dans le même ou autres départements de la manufacture continuent au bénéfice permanent des employés.

"Nous ne prétendons pas dire que le système qui a contribué au succès de cette Union serait applicable à un autre corps de métier dont les conditions environnantes seraient entièrement différentes des nôtres; mais les résultats ont été satisfaisants pour nous; nos membres en ont bénéficié; ce système a forcé nos membres à se tenir en règle, a mis notre Union dans une condition finan-

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cière florissante; il commande le respect du meilleur élément parmi les patrons de l'industrie de chaussures."

Les rapports des autres organisations furent des plus encourageants, démontrant que le mouvement de l'union des métiers d'Amerique marche de l'avant et est déterminé à atteindre le chiffre de trois millions de membres comme le demande le président Gompers, qui présenta ce symposium de ce qu'a accompli le Travail tel que rapporté par les différentes unions internationales dans un langage convenable, avec lequel nous désirons terminer cet article avec la citation suivante: "Il est aussi difficile d'isoler le peuple travailleur du reste de notre nation qu'il le serait d'isoler la gravité de la masse de matière qui constitue la terre. Il forme l'étoffe qui constitue la nation. Son bien-être est le bien-être de la nation, de même que son progrès est le progrès de la nation.

"Chaque homme et chaque femme saluera avec joie les preuves d'amélioration qui entrent dans la vie de ceux qui constituent la force motrice de l'industrie. Ces preuves renferment une organisation plus parfaite, des heures plus parfaite, des heures plus courtes de travail, des gages plus élevés, de meilleures conditions laborieuses—bénéfices ordinaires; mais qui pourrait mesurer leur valeur sociale et morale dans la vie du peuple?

"Les forces fertiles, créatrices, progressives qui ont été les premiers agents qui ont assuré ces bénéfices sont les unions de travailleurs et leur extension, fédération, et leur solidarité. Ces unions traitent avec la vie; elles sont une partie de la vie même; elles doivent constamment régler pour faire face à de nouveaux besoins.

"Les progrès de 1913-14 doivent encourager les travailleurs à faire encore plus pour l'avenir qui leur sourit. En avant donc, et à l'oeuvre, sans peur et

sans reproches."—Boot and Shoe Workers' Journal.

Child Labor Must be Abolished

"Child labor means racial degeneracy, perpetuation of poverty, the enlargement of illiteracy, the increase of crime, the lowering of the wage scale and the swelling of the army of the unemployed."

This is the emphatic assertion made by Mrs. H. H. Fleischer, representative of the national child labor committee on the Pacific coast.

"I want to see an endowment for the mothers, in cases which because of sickness the burden of support would fall on a child. No; it will not be abused. Whenever such a measure has been adopted and scientific investigation made it has been found that only a very small per cent. of the parents applying for work permits for their children actually needed their help.

"Take my notes in Los Angeles for the facts. Last year the juvenile court investigated 250 applications for child permits. Of these 115 only were found worthy of examination. After the examination only eighty permits were issued. Of this eighty only fifty-five were found worthy of help. So it appears that 170 parents only thought they needed the work of the children and could get along without it if forced to do so.

"In one of the Indiana glass factories we found twenty-two boys under fourteen. Investigation showed that the parents of all of them were able to keep them. That investigation resulted in a law raising the age limit and prohibiting all night work for children.

"Society is paying at the wrong end of the line. Instead of paying for boys and girls in reform schools, after their vitality has been sapped, it should pay the mothers where that is necessary and make the parents do their duty when they are physically able.

Death Roll



Johnson, Charles, of L. U. 109, Brooklyn, N. Y.

Thompson, W. J., of L. U. 1033, Monaca, Pa.

Ohio State Council

(Continued from Page 39.)

district; Vice-President, Charles E. Davis, Hamilton; Secretary-Treasurer, J. W. Beam, Toledo. Members of the State Executive Board: Roy Swederski, Fremont; Phil Hyle, Cleveland; Walter Cranston, Columbus; L. E. Nyswander, Dayton; J. B. SeEVERS, Marietta, and A. J. White, Youngstown. The contest between Dayton and Toledo for the next convention which will be held in February, 1916, resulted in a victory for Dayton.

A most gratifying spirit of harmony and co-operation prevailed during the meeting, which augurs well for the future of the organization in the state of Ohio. Many members who were present expressed the opinion that the 1916 meeting will see every local union in the state affiliated with the new State Council.

Localities to be Avoided

(Continued from Page 23.)

Saskatoon, Sask., Can.	and Moline, Ill.
Savannah, Ga.	Troy, N. Y.
Scranton, Pa.	Tulsa, Okla.
Sioux City, Ia.	Urbana-Champaign, Ill.
Smithtown, L. I.	Vancouver, B. C.
South Omaha, Neb.	Victoria, Tex.
Springfield, Ill.	Waco, Tex.
Springfield, Mass.	Waterbury, Conn.
Springfield, O.	Watertown, N. Y.
Stamford, Conn.	Watertown, S. D.
Syracuse, N. Y.	Washington, D. C.
Tacoma, Wash	Welland Canal Zone.
Tampa, Fla.	West Frankfort, Ill.
Teague, Tex.	West Palm Beach, Fla.
Temple, Tex.	White Plains, N. Y.
Terre Haute, Ind.	Wichita Falls, Tex.
The Dalles, Ore.	Wilkes-Barre, Pa.
Titusville, Fla.	Wilmington, N. C.
Toronto, Can.	Wilmington, Del.
Trenton, N. J.	Winnipeg, Can.
Tri-Cities—Davenport, Ia.; Rock Island	Worcester, Mass.
	Yonkers, N. Y.

List of Locals Chartered Last Month

Farmingdale, N. Y.	Logan, Utah.
Beaufort, S. C.	Newark, N. J.
Carmel, Cal.	Catans, P. I.
Fort Worth, Tex. (millwrights).	
New York, N. Y. (reed workers.)	
New York, N. Y. (reed workers.)	
Holyoke, Mass. (shop and millmen).	
Total, 9 Local Unions.	

The Last Muster

Onward to battle is the cry of the nations;
Muster them in, the high and the low;
Spare not the youth in the flower of his manhood—

Hasten them forward, as food for the foe.

Husbands and fathers, the call bids them gather;

Home is a pastime, the ranks need your brawn.

Forget those loved ties which make life worth living—

The monarch demands it, look not to your own.

Every man's needed, the sire heeds the summons—

Silvery locks are no barrier here.

War lords demand it; you cannot escape it;

Age is a dream—haste away to your bier.

Fill up the glass with scorn to ambition;

Drink to the day while life lingers apace.

Onward to battle, with courage undaunted,

The war dogs in hunger await now the chase.

On they come swiftly, from dale and from mountain—

Peasant and cossack in deadly embrace.

Brother meets brother in merciless slaughter,
Shrouding the hopes of nations and race.

Strike the blow quickly; spare not the maiden—

Innocent childhood thy wrath shall not stay.

Widows and orphans await now thy vengeance

On then to murder and ruthlessly slay.

Day star of hope, let thy light be unclouded.

Lift the dark veil on the earth overcast;

Let peace, like a river, its banks overflowing,

Fill mountain and valley and infinite space.

WILLIAM M BOYDEN,
L. U. 342, Pawtucket, R. I.

The Carpenter

CLAIMS PAID DURING DECEMBER, 1914

Claim No.	Name of deceased or disabled.	Union.	City.	Membership. Yrs. Mos.	Cause of death or disability.	Amount Paid.
23164	John Vanleewen	21	Chicago, Ill.	15	Gastric ulcer	\$200.00
23165	Mrs. Christina Nelson	22	San Francisco, Cal.	19	Nephritis	50.00
23166	Mrs. Corda M. Thater	26	Syracuse, N. Y.	4	Lobar pneumonia	50.00
23167	Wm. Pollard	27	Toronto, Ont., Can.	12	Cancer of stomach	50.00
23168	Mrs. Anna S. Brevard	52	Charleston, S. C.	2	Nephritis	50.00
23169	Chas. J. Hagerman	76	New Orleans, La.	8	Phthisis pulmonalis	50.00
23170	Frank Labreque	115	Bridgeport, Conn.	8	Endocarditis	200.00
23171	Zacharias T. Dennis	160	Philadelphia, Pa.	4	Chronic dilatation of heart	50.00
23172	Mrs. Catherine Reuss	160	Philadelphia, Pa.	3	Phthisis pulmonalis	50.00
23173	Mrs. Maybelle McCumber	167	Elizabeth, N. J.	2	Oedema of lungs	50.00
23174	Robert J. Johnston	176	Newport, R. I.	2	Pneumonia	200.00
23175	H. C. Goodrich	198	Dallas, Texas	6	Septicemia-meningitis	200.00
23176	E. M. Fry	198	Dallas, Texas	4	Uraemia	200.00
23177	Wm. H. Kewley	257	St. Louis, Mo.	22	Carcinoma	200.00
23178	James Palmer	276	Oklahoma City, Okla.	13	Myocarditis	200.00
23179	F. A. Reynolds (dis)	284	Erie, Pa.	13	Accidental injuries	400.00
23180	Mrs. Mary P. Rue	326	New York, N. Y.	16	Heart disease	50.00
23181	Mrs. Mary Petrilla	375	New York, N. Y.	15	Tuberculosis	50.00
23182	W. J. Winston	388	Richmond, Va.	5	Cerebral apoplexy	200.00
23183	C. N. Showalter (dis)	430	Hammond, Ind.	10	Accidental injuries	400.00
23184	Herman Saur	590	Hammond, Ind.	1	Killed by auto	50.00
23185	Otto Sachse	590	Hammond, Ind.	13	Nephritis	200.00
23186	Mrs. Ada A. Groh	690	Springfield, Ohio	2	Septicemia	50.00
23187	David Zogg	678	Dubuque, Iowa	11	Nephritis	200.00
23188	John L. Smith	860	Frammingham, Mass.	12	Drowning	200.00
23189	Mrs. Agnes Sapkoski	879	Elmira, N. Y.	8	Tuberculosis	50.00
23190	Wellsley S. Marr (dis)	938	W. Roxbury, Mass.	13	Accidental injuries	400.00
23191	Harold Darling	1020	Portland, Ore.	4	Gun-shot wound in head	200.00
23192	Mrs. Martha R. Spear	1091	Ridgewood, N. J.	7	Nephritis	50.00
23193	Hans Berg	1214	Walla Walla, Wash.	12	Carcinoma of liver	200.00
23194	Mrs. Mary Crawford	1442	Augusta, Ga.	6	Cerebral hemorrhage	50.00
23195	Mrs. Margaret C. Clark	1244	Montreal, Que., Can.	1	Cardiac failure	50.00
23196	Milton T. Miller	1491	Spring City, Pa.	1	Nephritis	50.00
23197	Mrs. Hannah Benjamin	1513	Schenectady, N. Y.	6	Nephritis	25.00
23198	Mrs. Sarah R. Ferrela	550	Oakland, Cal.	4	Nephritis	50.00
23199	Mrs. Anna C. Shield	526	Galveston, Texas	3	Dilatation of heart	50.00
23200	M. G. Whitt	483	San Francisco, Cal.	4	Lobar pneumonia	200.00
23201	J. Christ Brevold	1	Chicago, Ill.	22	Pulmonary tuberculosis	200.00
23202	Chas. E. Van Riper	1058	Madison, N. J.	9	Cerebral embolism	200.00
23203	Chas. Johnson	109	Brooklyn, N. Y.	14	Pulmonary tuberculosis	200.00
23204	Walter Green	117	Albany, N. Y.	27	Carcinoma of throat	200.00
23205	E. W. Biggins	183	Peoria, Ill.	1	Gun-shot wound	200.00
23206	John A. Wackerle	192	Syracuse, N. Y.	8	Fractured skull	200.00
23207	Peter J. Blair	260	Waterbury, Conn.	3	Phthisis pulmonalis	200.00
23208	David W. Caswell	434	Chicago, Ill.	11	Struck by elevator	200.00

The Carpenter

23209	I. Thomas Markle	945	Jefferson City, Mo.	8	Uraemia	200.00
23210	Axel Pearson	62	Chicago, Ill.	8	Tetanus	200.00
23211	Mrs. Mary Riley	78	Troy, N. Y.	10	Broncho pneumonia	50.00
23212	Willis Pierce	80	Chicago, Ill.	2	Pulmonary tuberculosis	200.00
23213	Addison Moses	160	Philadelphia, Pa.	2	Broncho pneumonia	50.00
23214	Chas. A. Williams (dis)	171	Youngstown, Ohio	2	Accidental injuries	400.00
23215	Lewis Bigelow (dis)	202	Pittsburgh, Pa.	4	Accidental injuries	400.00
23216	Oscar Olson	253	Atlanta, Ga.	1	Typhoid fever	200.00
23217	Granville E. Fike	267	Centuria, Ill.	10	Abscess of lung	200.00
23218	Mrs. Adella Schoenhofen	432	Belleville, Ill.	5	Myocarditis	50.00
23219	Alfred Larson	437	New York, N. Y.	16	Lobar pneumonia	200.00
23220	Daniel J. Vincent (dis)	465	Ardmore, Pa.	13	Accidental injuries	200.00
23221	Marlin J. Pross	490	Fassaic, N. J.	12	Carcinoma of stomach	400.00
23222	J. A. Lawrence	603	Cuba, N. Y.	5	Cirrhosis of liver	200.00
23223	George Crawford	894	Islabath, Ont., Can.	4	Typhoid fever	100.00
23224	Edward F. Richardson	1037	Marselles, Ill.	1	Impaction of bowels	200.00
23225	W. A. Russell	1434	Moberly, Mo.	10	Diabetes	200.00
23226	Ernest Peterson	1543	Hyde Park, Mass.	2	Valvular heart disease	200.00
23227	Albert Lang	1596	St. Louis, Mo.	3	Pulmonary tuberculosis	200.00
23228	Edward Rubacek	1786	Chicago, Ill.	9	Cerebral hemorrhage	200.00
23229	Charles Voracek	39	Cleveland, Ohio	7	Gun-shot wound	100.00
23230	Mrs. Rose M. Mook	61	Kansas City, Mo.	2	Cancer of stomach	50.00
23231	Mrs. Pauline Faeth	476	New York, N. Y.	11	Gastric ulcer	50.00
23232	Mrs. Carrie Stocklein	476	New York, N. Y.	6	Appendicitis	50.00
23233	Mrs. Elizabeth Sweet	532	Elmhurst, N. Y.	19	Cancer of stomach	50.00
23234	Mrs. Rose Neumann	657	Sheboygan, Wis.	7	Cancer of uterus	50.00
23235	Charles Hicks	1016	Rome, N. Y.	5	Gynecoma of uterus	200.00
23236	J. C. Elrod	253	Atlanta, Ga.	4	General paresis	120.00
23237	Bush R. Doss	61	Kansas City, Mo.	3	Organic heart disease	50.00
23238	Mrs. Catherine C. Parker	72	Rochester, N. Y.	7	Bright's disease	50.00
23239	Jas. J. Pendergast	73	St. Louis, Mo.	1	Cerebral sclerosis	200.00
23240	James Beaverson	191	York, Pa.	11	Rupture of aorta	200.00
23241	Mrs. Mary Marks	251	Kingston, N. Y.	8	Drowning	50.00
23242	John Ott	713	Niagara Falls, Ont., Can.	3	Cancer	200.00
23243	Arthur Johnson	941	E. Orange, N. J.	10	Heart failure	200.00
23244	Henry Henricks	1051	Philadelphia, Pa.	2	Illuminating gas poison	200.00
23245	Andrew Anderson	87	St. Paul, Minn.	11	Lobar pneumonia	50.00
23246	Peter Lindberg	87	St. Paul, Minn.	5	Pulmonary tuberculosis	200.00
23247	James B. Mitchell	682	Franklin, Pa.	7	Ulcer of stomach	200.00
23248	Herman Boesken	1251	Cincinnati, Ohio	9	Cerebral hemorrhage	200.00
23249	Mrs. Ellen Hall	1425	Coney Island, N. Y.	3	Bronchitis, asthma	50.00
23250	Robert A. Tait	1717	New York, N. Y.	9	Pulmonary tuberculosis	50.00
23251	Ernest Boon	1820	Toronto, Ont., Can.	6	Cancer of rectum	200.00
23252	Mrs. Hilda Nelson	11	Cleveland, Ohio	1	Peritonitis	100.00
23253	Mrs. Lena Carey	22	San Francisco, Cal.	6	Pulmonary tuberculosis	50.00
23254	Joseph Klare	22	Toledo, Ohio	2	Heart failure	200.00
23255	Fred Finck	25	Toledo, Ohio	10	Apoplexy	200.00
23256	Mrs. Margaret Kern	25	Baltimore, Md.	7	Lobar pneumonia	50.00
23257	Mrs. Annie J. Bergier	29	Baltimore, Md.	15	Pulmonary tuberculosis	50.00
23258	Mrs. Vestilla M. Davis	29	Baltimore, Md.	11	Myocarditis	50.00
23259	August Weidlich (dis)	47	St. Louis, Mo.	7	Accidental injuries	400.00
23260	Oscar Schults (dis)	48	New York, N. Y.	2	Accidental injuries	400.00
23261	Mrs. Mary J. Goodwin	67	Roxbury, Mass.	8	Myocarditis	50.00
23262	Mrs. Sophie Laverdiere	134	Montreal, Que., Can.	11	Broncho pneumonia	50.00
23263	Mrs. Azilda Larsque	134	Montreal, Que., Can.	8	Myocarditis	50.00
23264	Hormidas Jasmin	134	Montreal, Que., Can.	6	Nephritis	200.00

The Carpenter

CLAIMS PAID DURING DECEMBER, 1914

Claim No.	Name of deceased or disabled.	Union.	City.	Membership. Yrs. Mos.	Cause of death or disability.	Amount Paid.
23265	Joseph Latrelle	134	Montreal, Que., Can.	11	Intestinal obstruction	200.00
23266	John N. Gulick	155	Plainfield, N. J.	15	Pulmonary oedema	200.00
23267	Jos. W. Bisbing	261	Scranton, Pa.	1	Appendicitis	200.00
23268	Joseph Lebensky	309	New York, N. Y.	18	Asphyxiation by illuminating gas	200.00
23269	Eberhard Miller	355	Rufalo, N. Y.	3	Drowning	200.00
23270	G. F. Zeglin, Jr.	359	Philadelphia, Pa.	4	Tuberculosis of lungs	200.00
23271	Alfred Dauck	433	Belleville, Ill.	2	Fracture of skull	200.00
23272	Mrs. Amelia R. Dufresne	551	Lawrence, Mass.	11	Tuberculosis of lungs	50.00
23273	Mrs. Anna Lucas	567	Stapleton, S. I., N. Y.	6	Puerperal eclampsia	50.00
23274	Frank A. Doer	603	Ithaca, N. Y.	13	Carcinoma of stomach	50.00
23275	David St. Denis	859	Providence, R. I.	22	Cirrhosis of liver	200.00
23276	Chas. Stewart	916	Aurora, Ill.	3	Lobar pneumonia	50.00
23277	Thomas H. Howlett	931	Manchester, N. H.	10	Cirrhosis of liver	50.00
23278	Theodore Spettigue	1240	Jermya, Pa.	9	Acute indigestion	50.00
23279	Donald Jameson (dis)	1393	Boston, Mass.	1	Accidental injuries	100.00
23280	Mrs. Mary C. McGaw	1410	New York, N. Y.	11	Tumor of brain	50.00
23281	Morris Rothstein	1548	New York, N. Y.	3	Acute nephritis	200.00
23282	Mrs. Catherine McDonald	1717	Chicago, Ill.	18	Hemorrhage	50.00
23283	Hans Hanson	1784	Washington, D. C.	2	Organic heart disease	200.00
23284	Mrs. Margaret Brodigan	132	Philadelphia, Pa.	12	Pulmonary tuberculosis	50.00
23285	Winfield S. McQuade	15	Philadelphia, Pa.	2	Carcinoma of liver	200.00
23286	Frank B. Loomis	161	Kenosha, Wis.	9	Asphyxiated by gas	200.00
23287	Leo Strassburger	2	Cincinnati, Ohio	6	Spinal meningitis	200.00
23288	Mrs. Anna M. Goodahl	7	Minneapolis, Minn.	10	Meningitis	50.00
23289	Mrs. Elise Baerman	73	St. Louis, Mo.	11	Mitral insufficiency	50.00
23290	Mrs. Catherine Weibrich	182	Cleveland, Ohio	23	Hydrothorax	50.00
23291	Hermenegilde Carreau	223	Fall River, Mass.	1	Bronchitis	200.00
23292	Mrs. Muncy J. Hall	384	Asheville, N. C.	8	Acute nephritis	25.00
23293	Mrs. Margaret McCuish	780	Everett, Mass.	12	Pelamisia	50.00
23294	Mrs. Sarah E. Colwell	894	Washington, Ind.	12	Tuberculosis of bowels	50.00
23295	Mrs. Anna L. Anderson	1076	Rufalo, N. Y.	8	Miliary tuberculosis	50.00
23296	Albert Smith	23	Worcester, Mass.	20	Arterio sclerosis	200.00
23297	John Burris	198	Dallas, Texas	3	Tuberculosis	200.00
23298	Mrs. Elizabeth Strohshnitter	291	Brooklyn, N. Y.	12	Lobar pneumonia	50.00
23299	Frank Bailey	322	Ningara Falls, N. Y.	2	Tuberculosis	50.00
23300	Mrs. Blanche Zorn	213	Houston, Texas	4	Septicæmia	50.00
23301	Michael Smith	129	Hazleton, Pa.	7	Cardiac asthma	200.00
23302	Joseph Fozard	508	Marion, Ill.	13	Phthisis pulmonalis	200.00
23303	Henry Ahlert	1596	St. Louis, Mo.	11	Cardiac valvular disease	200.00
23304	Michael Ryan	1717	New York, N. Y.	25	Tubercular pneumonia	200.00
23305	Anton Morhaiser	1	Chicago, Ill.	12	Senility	50.00
23306	Mrs. Ameta McGarr	11	Cleveland, Ohio	5	Pneumonia	50.00
23307	Thomas Meckelson, Sr.	1214	Walla Walla, Wash.	2	Nephritis	25.00
23308	Mrs. Margaret Dalgliesh	131	Seattle, Wash.	6	Bright's disease	25.00
23309	J. H. Williams	169	E. St. Louis, Ill.	10		92.75

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23310	Mrs. Mary Broszman	182	Cleveland, Ohio	2	9	Placenta praevia	50.00
23311	Mrs. Lena M. Coffman	200	Columbus, Ohio	13	5	Internal hemorrhage	50.00
23312	Paul L. Grant	1685	Palatka, Fla.	19	4	Paralysis	200.00
23313	Andrew Arthur	273	Yonkers, N. Y.	11	5	Endocarditis	200.00
23314	Louis Lebert	408	Worcester, Mass.	19	5	Endocarditis	400.00
23315	Augustine Pinette (dis)	470	Tacomma, Wash.	17	5	Accidental injuries	50.00
23316	Thomas Cavanaugh	554	San Francisco, Cal.	1	4	Mitral insufficiency	200.00
23317	Frank J. Dunn	632	Providence, R. I.	1	4	Scarlet fever and pneumonia	200.00
23318	Mrs. Emma Faurot	713	Niagara Falls, Ont., Can.	12	8	Peritonitis	50.00
23319	Adam Myers	713	Niagara Falls, Ont., Can.	6	5	Valvular disease of heart	50.00
23320	Mrs. Annie Lahey	42	San Francisco, Cal.	7	7	Nephritis	50.00
23321	Mrs. Eva L. Skinner	203	Poughkeepsie, N. Y.	13	7	Carcinoma of uterus	50.00
23322	Mrs. Annie C. Sloan	1	Chicago, Ill.	14	8	Cancer of rectum	50.00
23323	Mrs. Giovanna Catania	9	Poughkeepsie, N. Y.	5	4	Carcinoma of rectum	50.00
23324	Mrs. Alice Long	10	Buffalo, N. Y.	16	2	Cancer	50.00
23325	Mrs. Ida Gehel	14	Chicago, Ill.	4	7	Myocarditis	50.00
23326	John F. Olsen	87	San Antonio, Texas	15	9	Pulmonary tuberculosis	200.00
23327	Mrs. Emma J. Whitbeck	301	Newburgh, N. Y.	16	7	Acute Bright's disease	50.00
23328	Jess Mohler	483	San Francisco, Cal.	13	9	Lobar pneumonia	200.00
23329	Mrs. Mary Hamilton	972	Philadelphia, Pa.	5	10	Peritonitis	50.00
23330	Henry N. Scully	1367	Chicago, Ill.	10	10	Pneumonia	100.00
23331	Harry Anderson (dis)	1525	Kansas City, Kan.	13	8	Accidental injuries	400.00
23332	Alexander Bocko, Sr.	147	Oswego, N. Y.	13	8	Apoplexy	50.00
23333	Mrs. Frances Sherman	1710	Mill Valley, Cal.	27	4	Pneumonia	50.00
23334	Louis E. Tossey	19	Detroit, Mich.	4	4	Paralysis	200.00
23335	K. Emil Turner	7	Minneapolis, Minn.	6	2	Sarcoma of omentum	200.00
23336	Theodor Zenz	7	Brooklyn, N. Y.	8	5	Pulmonary tuberculosis	200.00
23337	Otto Hanson	12	Oakland, Cal.	17	4	Empyema	200.00
23338	Albert Bosquet	36	Chicago, Ill.	7	6	Pulmonary tuberculosis	200.00
23339	D. A. Connolly	62	Springfield, Mass.	3	4	Septicaemia	50.00
23340	Mrs. Elizabeth Grenier	96	New York, N. Y.	8	2	Endocarditis	200.00
23341	Wm. Neber	476	Portland, Me.	1	6	Cancer of uterus	50.00
23342	Mrs. Lizzie M. Aldrich	517	Redlands, Cal.	8	4	Cancer of stomach	50.00
23343	Andrew Hatch	1343	Stratford, Conn.	1	9	Accidental injuries	100.00
23344	M. Mickelson (dis)	1914	Roxbury, Mass.	11	8	Tuberculosis of lungs	200.00
23345	Alex. McQueen	67	Poughkeepsie, N. Y.	12	2	Acute pneumonia	50.00
23346	Michael O'Donnell	203	Asbury Park, N. J.	7	10	Cerebral thrombosis	50.00
23347	Mrs. Annie E. Reighton	750	Pocatello, Idaho	8	5	Pneumonia	50.00
23348	Mrs. Ida Newton	1258	Detroit, Mich.	3	7	Cancer of stomach	50.00
23349	James Murphy	1805	Jacksonville, Fla.	14	8	Cerebral thrombosis	200.00
23350	Lee Still	224	San Luis Obispo, Cal.	8	1	Accidental injuries	400.00
23351	Frank L. Sign	1632					
Total.....							\$25,887.75

Members' funeral donations
Semi-beneficial donations
Wife donations
Disability donations

\$17,012.75
1,100.00
3,175.00
4,600.00
\$25,887.75

Total.....

The Carpenter

DISAPPROVED CLAIMS FOR DECEMBER, 1914

Claim No.	Name of deceased or disabled.	Union.	City.	Membersh. Yrs. Mos.	Cause of disapproval.	Amount Claimed.
2597	Thomas W. Jordan (dis)	495	Streator, Ill.	13	Not result of accidental injuries.	\$400.00
2598	John Yoo	1365	Cleveland, Ohio	3	Six months' suspension.	200.00
2599	Edwin Sherblow	137	Norwich, Conn.	10	Three months in arrears.	200.00
2600	Joe Shafer	1708	St. Louis, Mo.	5	Not six months a member.	100.00
2601	J. S. Norman (dis)	1765	Orlando, Fla.	11	Not filed in constitutional time.	400.00
2602	Mrs. Johana Vrendenburg	325	Paterson, N. J.	9	Three months in arrears.	50.00
2603	L. R. Comstock (dis)	891	Hot Springs, Ark.	12	Not result of accident.	400.00
2604	Mrs. Jessie I. McGregor	1237	San Francisco, Cal.	1	Semi-ben., not entitled to wife donation	50.00
2605	Chas. P. Conley	1864	Kansas City, Mo.	6	Three months in arrears.	200.00
2606	Mrs. Florence B. Brown	914	Augusta, Me.	12	Three months in arrears	50.00
2607	John Ziess	261	Scranton, Pa.	6	Alcoholism	200.00
2608	Joel Dixon (dis)	734	Kokomo, Ind.	10	Physical ailment	400.00
2609	Mrs. Jennie Means	916	Aurora, Ill.	3	Three months in arrears	50.00
2610	Mrs. Nellie S. Howell	213	Houston, Texas	5	Three months in arrears	50.00
2611	J. A. Johnson	1922	Chicago, Ill.	9	Three months in arrears	200.00
2612	Mrs. Libby LaFave	146	Schenectady, N. Y.	1	Alcoholism—morphine	50.00
2613	Geo. T. Bert (dis)	171	Youngstown, Ohio	22	Not result of accidental injuries.	400.00

The Same Old Story!

The same old whistles, the same old noise;
The same old racket, as when we were boys;
The same old feeling we can't describe
That rose up in our bosom when the old year died.

The same old dinners, the same old calls,
The same old music, the same old balls;
The same old feelings, with the same old dread,
And the same misgivings when we sign the pledge.

The same temptations and a broken pledge,
The same old friends and the same old head;
The same old boast and the same old brag
That our wives don't know it when we're on a jag.

The same old promise 'bout the same old bills,
The same old doctor and the same old ills;
The same old grocer and his tale of woe,
And the same old dodging of the bills we owe.

Just another year with the same old frills,
With the same old joys and the same old ills;
The same old icy winds so drear
That blows through our clothing that we wore last year.

E. P. LIVINGSTON.
L. U. 561, Pittsburg, Kan.

The Bungalow

The Charlemagne McFaddens dwelt in an imposing pile

Of brick and mortar, fashioned in the early mission style

And in the house were mission chairs by which they set great store,

Whose mission 'twas to keep them all from sitting on the floor.

They also owned some mission hens that furnished them with eggs,

And eke a little mission 'dog with quaintly Gothic legs.

So in their early mission house they dwelt contented—very,

Till Uncle John got jaundice and became a missionary.

Then in despair they tore their hair and turned to higher things,

And to their early mission house they added mission wings.

Alas for wings and higher things! Alas! Alackaday!

Equipped with wings, their mission house, it promptly flew away!

Now Ma McFadden might have wept, and said a lot of things;

But all she said was, "Charlemagne, you should have clipped its wings."

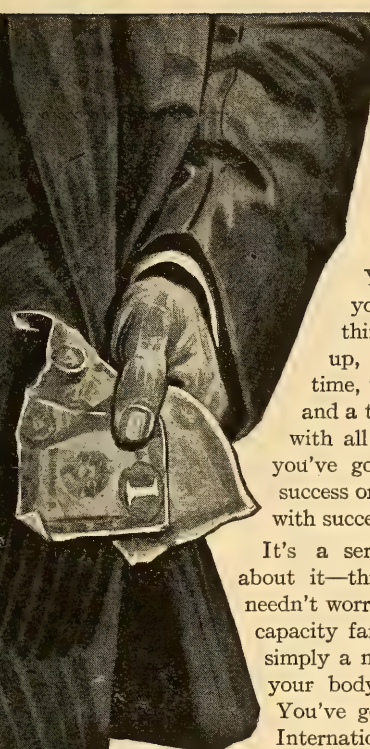
And Charlemagne replied, "My dear, I bungled as you know,

By building high, so next time I will build a bungalow."

—Cosmopolitan.

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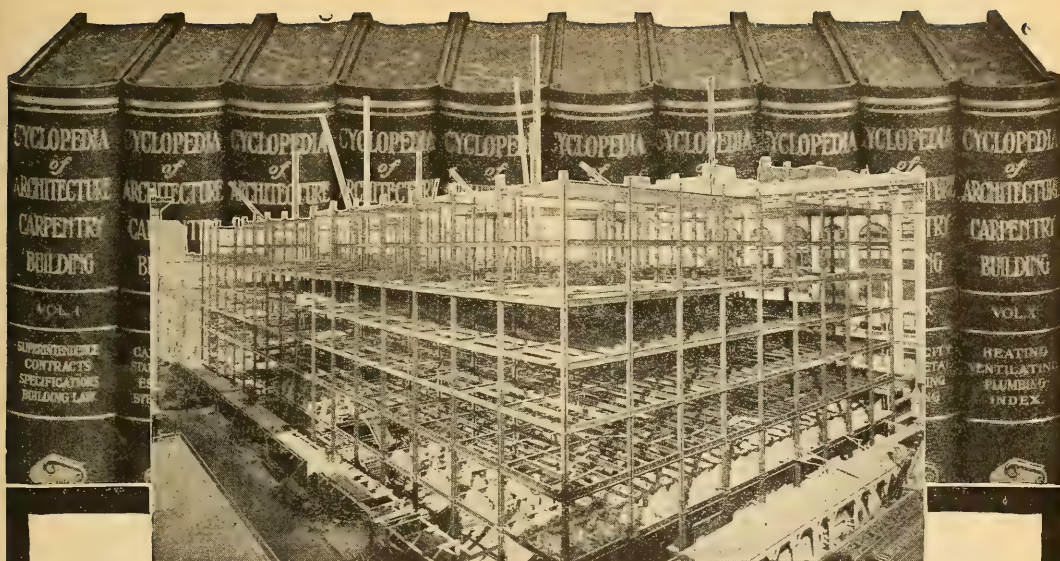
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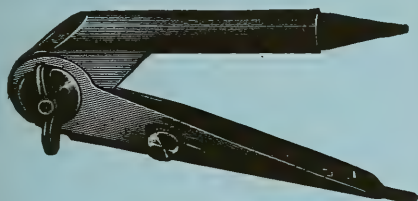
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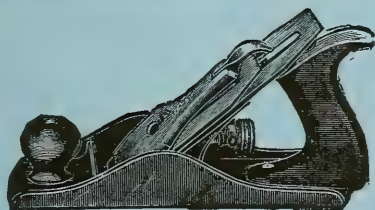
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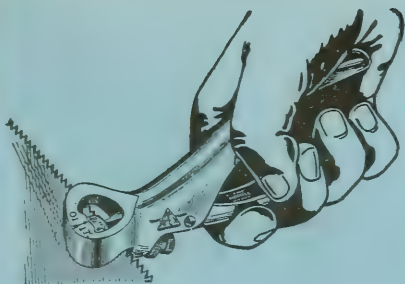
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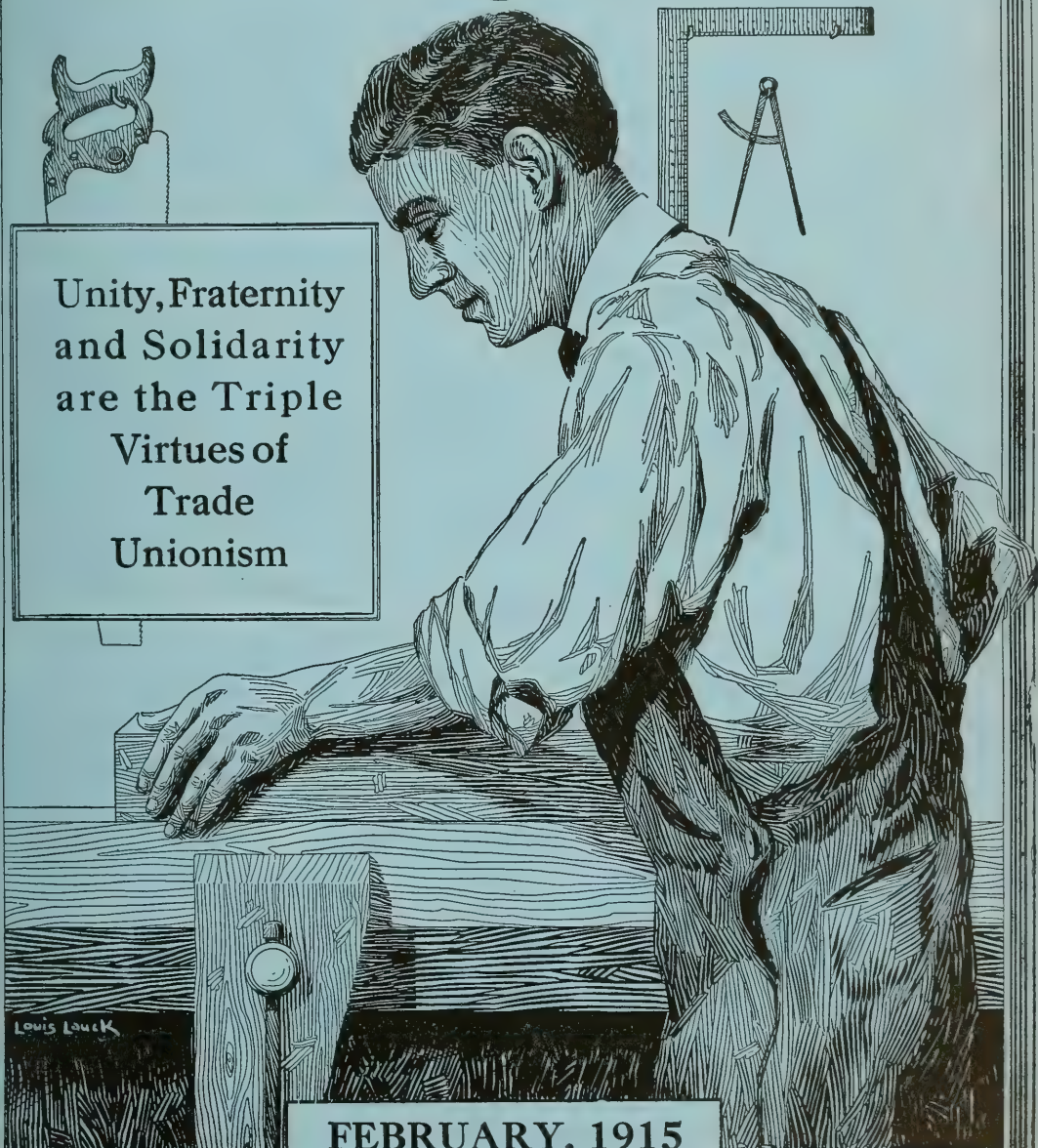
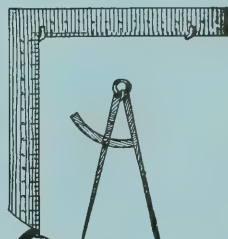
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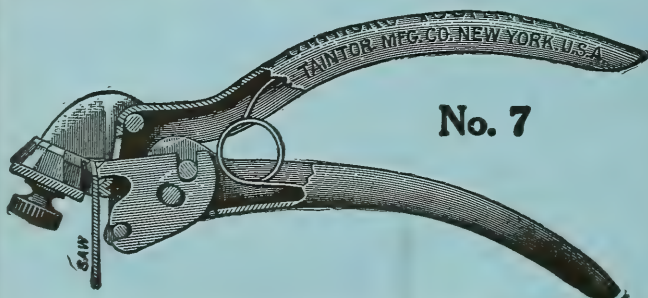
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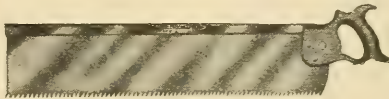
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INDIANAPOLIS, FEBRUARY, 1915

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For A' That and A' That

Is there, for honest poverty,
That hangs his head, and a' that!
The coward slave, we pass him by,
We dare be poor for a' that!
For a' that, and a' that,
Our toil's obscure, and a' that!
The rank is but the guinea's stamp,
The man's the gowd for a' that.

You see yon birkie, ca'd a lord,
Wha struts, and stares, and a' that!
Though hundreds worship at his word,
He's but a coof for a' that.
For a' that, and a' that,
His riband, star, and a' that,
The man of independent mind,
He looks and laughs at a' that

A prince can make a belted knight,
A marquis, duke and a' that;
But an honest man aboon his might,
Guid faith, he mauna fa' that;
For a' that, and a' that,
Their dignities, and a' that,
The pith o' sense, and pride o' worth,
Are higher ranks than a' that!

Then let us pray that come it may—
As come it will for a' that—
That sense and worth, o'er a' the earth,
May bear the gree, and a' that.
For a' that, and a' that,
It's comin' yet, for a' that,
That man to man, the world o'er,
Shall brothers be for a' that!

—Robert Burns

The Carpenter

LABOR'S ORGANIZED EFFORT

(By E. H. Neal.)

"There's power for ye," said Mr. Pearl, with a glance at the river sweeping by us. "Lord! she's like a belt off the world's engine."—Irving Bacheller.



It is what "he said" or what "she said" that has been the principal subject for conversation between man and man for ages past and will continue so for ages to come. The fact that man's opinion is molded by environment is taken small

heed of, and our usual expression, when meeting with views that do not coincide with ours is, "what a fool that fellow is." Yet "that fellow" has based his ideas upon a condition that his critic probably never came in contact with; and not having come in contact with it, it does not exist for him. Opinions are sometimes twisted and distorted by hate, by jealousy, by fear, by animosity and by many of the microbes that eat into a man's mind, cancer-like, destroying reasoning power and making one intolerant of the views of another. Proof positive will not convince some men, and some men simply waste their time in trying to enlighten a man who has made up his mind not to be enlightened. Is it up to you or me to look on one or the other and say "thou fool?"

We have heard that there is no class-consciousness in this land of ours; that we are all free and equal. Did this statement emanate from an individual who has made packing boxes all his life and whose low wage would not permit him to take a day off to look for something better? Could any one convince this man who in his youth and prime made from \$3.00 to \$3.50 per day, that wages have increased 75 per cent. in the past few years when, now that his head is gray, he finds but \$2.00 per day in his pay envelope? One of our carpenters

was told by a "student of economics" that \$5.00 per day was a splendid wage.

"Why, just think, man, \$27.50 per week of five and one-half days; \$1,430 per year! Aren't you satisfied with that?"

"I would be," said the carpenter, "if I got free rent, free grub, free shoes and clothes and a free doctor when any of my family was sick during the time I was out of a job."

"Oh," said this student of economics, "I thought carpenters always had work."

If this carpenter was free to do as he pleased he would be pleased to work fifty-two weeks in the year. We can imagine what his thoughts were as to the mental equipment of that student of economics.

These inconsistencies obtain both inside and outside the ranks of organized labor. We have in mind an instance where an able and conscientious representative of organized labor accepted an invitation to confer upon labor's needs with the then chief executive of this country. He had information that would have been of great value to the men he represented, but those he sought to serve looked askance at him and decided he was out of their class, as he "hobnobbed with the big bugs," and it was time he was "called down." He was defeated at the next election—the moth and rust of class prejudice had eaten the crown from the throne of reason.

Some students of economics say there is always room for "compromise" or a chance for it in disputes between labor and capital. If so, the writer has never come in touch with it except in minor disputes. There has never been a material gain in either hours or wages that the carpenter did not have to fight for and yet these students of economics are in clover when they can compile statistics showing the amount lost in wages while the men are on strike. There is never a word of the meetings of labor representatives with employers night

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after night, arguing, wrangling, cajoling, for weeks and months before open warfare is declared. Then and not until then does the public learn of trouble between capital and labor. The public is not interested until it feels the pinch. Then it asks questions.

"I engaged this loft for June 1—why is it not ready?"

"My lease has expired and I want the suite of rooms promised me by you, Mr. Owner, by you, sir, and here is your building unfinished. Why?"

Mr. Owner consults Mr. Builder and Mr. Builder calmly shows Mr. Owner a strike clause in his contract, but he does not tell Mr. Owner that his (Mr. Builder's) association had instructed him as a committeeman in conference with labor to "stand pat; we will make labor earn all it gets; let 'em sweat; our strike clauses protect us." Then Mr. Owner, Mr. Tenant and Mr. Prospective Tenant set up a hue and cry, their kind join in and labor's demands are granted (sometimes) but at what a cost?

It seems to me a little foresight, a little reason, a little humanity and a lot of horse sense would do away with all this strife. Experience does not teach in such matters. Just as long as the hog instinct survives in human beings, just so long will this sort of strife continue. The capitalist fights with all his strength to retain what wealth he has and to gain more. "The more I have," he thinks, "the more power I have in the financial and industrial world. If that 'more' I seek is sweated from the pores of humanity I care not as long as my wealth increases; and I am not obliged to smell the sweat that has increased my wealth—my power."

On the other hand, I, as a workman, as one who toils for his daily bread, am going to fight for a wage that will support me and mine. I know the time is coming when I'll be no longer able to work and the dread of that time prompts me to fight with the primitive savagery of the red Indian to maintain what I have and to gain more and more so that my loved ones will not become objects

of charity. With this condition confronting every workingman, every union man, what becomes of the vaporings of the student of economics that stepped between labor and capital and told off his silly twaddle of the splendid wage received by the carpenter in the greater city of the western hemisphere?

There is always someone to tell us what to do. Recently the World published an article written by some poor student of economics, telling working girls how they could live and save money on \$6.50 per week. We will not discuss that question here, as the working girls themselves have taken good care of that amateur "student." There can always be found someone to exploit his profound knowledge, obtained from profound books written by just such profound thinkers as he for the benefit of his pocket and all mankind. And even when we do come across a book written by a workman whose ideas are based upon actual experience we find that his environment differed so widely from that of another workman that his panacea for our ills falls far short of being a cure-all. Hence we find strife and contention within the ranks of organized labor, one faction fighting another, and perhaps a third faction fighting the other two.

A similar condition obtains among capitalists, and it is conceded by many of us that the conflict of capital with capital for controlling power is oftentimes more bitter and cruel than any conflict within the ranks of organized labor. One thing, however, has been emphasized many times. Capital always presents a united front to organized labor. While the term "united labor" is a misnomer, capital knows it and we know it. So why lie about it when we know that the other fellow knows that we know we are lying about it? This condition will obtain as long as men are for hire. Capital can always hire labor or some Judas that will betray labor. We strive to present that united front that many of our misguided members boast we now have. We will continue so to strive,

The Carpenter

and we have advanced, but as yet no man can see the goal we strive for. We have with us that element that "bores from within," men in our own ranks who seek to disrupt in order that they may apply their remedy for curing the cancer of discontent.

We have the I. W. W. battering away at us from without and incidentally awakening the public to the fact that the ranks of organized labor consists of a fairly respectable lot of citizens. We have the paid spy of organized capital making his reports of our doings to his masters, selling our records and incidentally his soul to a labor-crushing crew of tricky lawyers in the employ of one of the most powerful trusts on the continent. And yet we have the student of economics who steps between capital and labor, holds up his right hand and says, "Let us have peace," when there is no peace, nor can there be as long as what is is. We have within our ranks the man who by careful, accurate work, good judgment, hard study and resourcefulness has worked his way to the position of superintendent, a man who has "made good." Suddenly he finds himself supplanted by some cigarette-smoking son of the man higher up. Wonderful incentive to strive for higher things! There has been something sown in the mind of that man—one of many—that bodes ill. Does "pull" supplant faithful service? How could you reconcile that man to the conscienceless capital that had thrown away his life's work as a thing of no value?

What would happen if, coincident with a visit of the little student of economics, this man should open a book and find a chapter headed, "Faithful Service Hath Its Just Reward"? Let the curtain obscure the harrowing sight.

These are the conditions as they are and no one should deny that they are better than they were in years gone by. Every effort of men to organize, even though that effort has spelled failure, has had its lessons. Something good has come of it. Something better will come of each successive effort. Some

of these efforts have had their baptism of blood. The whole wide field of labor is strewn with broken bodies and broken hearts. Some of our pessimists declare that the day is not far distant when this land of ours will witness a strife between labor and capital that will shock the civilized world; that it will be physical strife between organized labor and the hirelings of organized capital which will deluge this land with blood from coast to coast; that the strife in Colorado, in Virginia and in Michigan is but the forerunner of what is to come; that the senseless strife in Europe is but the beginning of the end. Let those of us who believe in God pray that the spirit of humanity be instilled in the hearts and minds of men before this prophecy comes true; that from the body we have been told was made after His image be purged of all that is selfish, venomous, vile, cunning and unscrupulous. Supplant all this with the love of fair play, common honesty, common sense, steadfastness for the right and more brains, Lord, more brains.

These things will never come to pass as long as men are men and just so long will the lust for power and the lust for money rule the world. A workingman is entitled to his dream—he has little else—and no man is a man who has not dreamed of better things, of a better place to live and of wiping out forever that awful dread of sickness and old age. In organized labor he sees something tangible, he sees an opportunity to combine with his fellow workmen, he sees a chance to fight for what belongs to him. Hope within him is not dead; he realizes that by united effort he and his kind can, and will, better themselves. He sees organized labor upon its forward march toward better things and says, with Mr. Pearl:


"There's power for ye, Lord! she's like a belt off the world's engine."

Apple wood, used almost exclusively for saw handles, also furnishes the material for many so-called brierwood pipes and particularly for the large wooden type used in printing signs and posters.

The Carpenter

FAINT HEARTS AND STRONG ONES

(By H. B. Moyer.)

T is a rather remarkable coincidence that one of the most daring of men, Sir Walter Raleigh, should have written on a pane of glass in Queen Elizabeth's presence the following well-known words: "Fain would I climb, but that I fear to fall." Her answer was—"If thy heart fail thee, why then climb at all?"

As evidence that in fact he was most courageous it is only necessary to relate that on the morning of his execution for an alleged political offense, Raleigh asked to see the ax, and touched the edge with the words, "This gives me no fear; it is a sharp and fair medicine to cure me of all my troubles. What matter how the head lie so the heart be right?"

It is a far cry from Raleigh's time to the present day—almost three centuries—but the words he scribbled on the window pane still live within the hearts of many of us; too many of us, in fact. The family of humans who have never realized the truth of the expression, "Nothing venture, nothing win," is a large one.

Fear of failure is the rock upon which many ambitious ships have foundered. Not that we decline to take chances of a certain kind, but that we are too frequently overcautious in matters concerning vital points of our welfare. "Fain would we climb, but that we fear to fall."

You meet them everywhere in all walks of life, the men who are capable of better things could they but become imbued with just a trifle more self-confidence. The skilful carpenter whose knowledge of his craft and of men fits him for a foremanship; the foreman whose skilful method of handling work and men fits him for becoming an employer.

Fear of failure is inborn with many people, and many a so-called successful man reaches the top not because of himself, but despite himself, and in this environment plays no small part. There seems to be unfortunately a tendency to over-emphasize the ignominy of failure. By many of our actions we show that we do not agree with Tennyson (with slight alterations) that

"'Tis better to have tried and lost
Than never to have tried at all."

It is chiefly on the score of fear of failure—this unwillingness to take a legitimate chance even for betterment—that we must account for the backwardness displayed by many of our non-union brethren. "The employers expect too much of you when you are a union man," says your backward non-unionist; "maybe I wouldn't make good among such a classy lot of mechanics."

The answer is that it is again a question of environment. I know an extremely clever billiard player who for the life of him cannot play anything like the brilliant game he is capable of when opposed to inferior competition. He shines best when he is matched against real class, and he finds the game far more interesting not only because the play is better, but because he learns more. Perhaps some of our friends in the non-union rut would become real wideawake workmen were they put up alongside the real thing in the line of skilled workmanship. Who knows? At all events they'd learn a few things that are worth knowing.

While it is by no means certain that someone else would not have eventually discovered America, it is obvious that Christopher Columbus would not have been the lucky fellow had he been imbued with anything but the strongest of hearts and a goodly amount of self-confidence. We know that his fellow-countrymen tried their level best to discourage him from embarking on the supposedly perilous unknown seas, and it was only after seven years of rebuffs

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and discouragements that he found patrons for his enterprise. However, Columbus found America, and to some extent at least benefited by the discovery. He took a long chance and won, and the world-at-large today is benefiting by Columbus's discovery.

And so it was and is with the organized labor movement.

In years gone by our ancestors took a big chance when they launched the labor movement. The authorities threw men into prison for even thinking along original lines in those days, and it was as much as a man's life was worth to actually do anything out of the general run of things.

Our ancestors took a chance. If fear of failure entered into their minds they evidently paid little heed to it. The consequences are that we—and all other workingmen who have any backbone and enough foresight to distinguish black from white—are benefiting by their courageous enterprise.

What would conditions in the world of labor be like today if our ancestors had lacked backbone? Would we be paying our employers for the privilege of working—but what's the use of conjuring up unpleasant possibilities or impossibilities?

Is it because they are afraid they might actually better themselves that our non-union fellows drift along in the old, old rut, or are they fearful lest receiving fair wages and an eight-hour day might prove too much of a shock for them? Mayhap they have learned to like the feel of the shackles and are suspicious lest real freedom prove irksome.

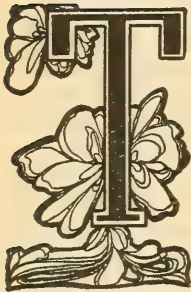
Meanwhile let us hope that some day there will be a general stiffening of backbones, when we all shall sing in unison with Whittier:

"On they come—the free battalions!

East and West and North they come,
And the heart beat of the millions
Is the beat of Freedom's drum."

"HARD TIMES" AND THE BUSINESS MAN

(By O. D. Reisinger.)



THE great volume of money in circulation everywhere by which the daily currents of life and business activity are kept in motion comes from the wages paid to the men and women who labor. I do not believe that any of our business men could point to a single instance of a purchaser offering a ten-thousand-dollar mortgage, or any other legal paper of like amount or character, in payment for a pair of shoes, a suit of clothes, or any other ordinary commodity, or even for a considerable number of such commodities. Such merchandise is paid for in cash at the time of making the purchase usually, and even if some of this kind of business is done on credit, the regular earnings of the purchaser are relied on for the

payment of the bill when the proper time comes. Therefore, not only is the money in general circulation everywhere made up of the wages of labor almost wholly, but the credit extended to many customers in all kinds of business is also based on those wages.

This fact being established, it follows as a matter of course that the higher the rates of wages go the greater will be the amount of money in circulation and the greater will be the volume of business transacted. Therefore, I would say to the average business man: if you wish to help in creating and maintaining a healthy and productive business condition, fall in with the forces of organized labor and assist them in raising and keeping up the standards of wages, whereby you will aid in keeping a larger amount of money in circulation. Your business will not suffer on account of this, even though you will be obliged to bear your share of the increase. On the

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contrary, your business will improve and you will soon not only recover the trifling amount you may be obliged to contribute, but will increase your sales and profits many times over.

On the other hand, if you wish to help in bringing on what we call hard times you can easily do so by joining forces with the Merchants and Manufacturers' Association and helping it to reduce the standards of wages, thereby taking money out of circulation and having your business suffer in proportion to the amount that is withdrawn.

There has never been such a thing as hard times when the working people had plenty of money or, at least, a regular and reliable supply. Hard times come when the working people have no money. And when this is the case, when poverty becomes oppressive, when want makes misery everywhere, when starvation threatens large numbers of our people, who holds the money that previously maintained the activities of business and provided for the needs of the masses? Not you, Mr. Business Man. For you cannot get it unless the persons who labor earn it and pay it to you. Oh, no! The fault lies not with you. You feel the pinch and stringency as well as the wage-earners from whom your supplies must come. The great captains of industry are the men who are to blame. They have carefully taken charge of the money, and in many cases have brought on the conditions which have given them the opportunity to do so. What do they do then? They immediately close down all the large mills and factories to make their control of the situation more complete. Why they do this is well known, and it is therefore unnecessary for me to discuss it at this time, except to answer their main excuse for their course.

What I should like to know is this: What is it that so blinds associated merchants and manufacturers that they pursue the course they do? They are the principal contributors to the condition we call hard times. They are the chief and most effective enemies of organized labor. They are continually fighting to

establish low rates of wages and long hours of labor. They are ever contending for the right to use child labor; to drive weak women beyond their strength through long hours of toil and by paying them less than they pay men for the same work; to cut off the cost of keeping their factories and workshops in a healthy and sanitary condition and supplied with the common conveniences of life and proper safeguards for their employees; to use every means to restrict putting out money and thereby keeping it out of circulation, a course that inevitably brings great loss to them as well as others in the long run. What is their reason for so doing?

Members of the Merchants and Manufacturers' Association and so forth may say that they have no such aim or purpose. But without regard to their aims and purposes, the conditions we complain of are certainly the results of their methods, their course of procedure, their contentions, their influence and their efforts. As I have already said, there can be no such conditions when the working people have money regularly in reasonable amounts. Therefore, all who assist in reducing the rates of wages help to create panics.

I wonder if many of our business men have ever considered this question along these lines. I believe there are some large business firms that do receive some benefit through the influence of associations of merchants and manufacturers. But these are few in number. For the average business man, the every-day trader, these associations do nothing and he has no business interest which they promote or aid. About the only interest he has in such an organization is the privilege of paying the assessments it levies on him, and if he happens to have a few customers who are members, I venture to say that for every dollar he receives from them he gets a thousand from the members of organized labor.

Returning now to the reason why the great captains of industry close down the industrial plants of our country, I am convinced it is because these men,

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who are great investors and money lenders, have come to the conclusion that their money is not earning interest enough, and they adopt this system, regardless of consequences, to raise the rates of interest. This is not my opinion merely, it is the common belief.

But the men who close their plants do not explain their conduct in this way. When asked the reason for their action they say: "There is no demand for our products." The answer is a subterfuge. There never was a time in the history of the United States when there was no demand for the products of our industries, although there may have been times when the persons most in need of those products could not get the money to buy them. At the very moment when the men at the head of the industries make this statement there are hundreds of thousands who do not own a second pair of shoes, and many, doubtless, who do not own even one pair fit to be worn. And I do not include in this declaration the worthless class that will not work, but only those who do work, starting as soon as they are strong enough, and many of them before they are, and who continue working under the conditions advocated by the Merchants and Manufacturers' Association, hosts of them for wages that compel them to live miserably. We have also, at the very same time, hundreds of thousands of families in the United States who are a little more fortunate, but whose members never go to church. When asked why they do not attend church they answer: "Oh, we haven't any clothes fit to wear to church." These people are also working under the conditions advocated by the Merchants and Manufacturers' Association, and for wages so low that they cannot spare enough out of them to buy decent clothing. And were it not for the never-ceasing agitation of the matter of wages by organized labor these people would be much poorer still.

Now, give these people the money they should have, as justice, not as charity. Give them work and pay them decent wages for their labor and you will have

established a far better condition for everybody and created a demand for every known commodity that goes to make a comfortable home. Then these people will no longer be content to live in garrets or in a room or two in some squalid tenement house. They will want and be able to get homes of their own, furnished with the simple comforts enjoyed by the average, well-paid working-man.

When you get this accomplished you will have made the United States in fact what it is claimed to be—the greatest nation on the face of the earth. But you will never be able to accomplish this by supporting the conditions or principles advocated by the great captains of industry. The nearer you come to success with their idea the poorer the people will become, and you will need more poor houses and have more deplorable conditions in our land as a final result. If you will assist, organized labor to secure the conditions advocated by that great body of working people you will find that the nearer you come to success with the principles, they champion the more independent the people will become and the total abolition of the poor house will be the final result.

Invictus

Out of the night that covers me,
Black as the pit from pole to pole,
I thank whatever Gods may be
For my unconquerable soul.

In the fell clutch of circumstance
I have not winced or cried aloud;
Under the bludgeonings of chance
My head is bloody but unbowed.

Beyond this place of wrath and tears
Looms but the terror of the shade,
And yet the menace of the years
Finds and shall find me unafraid.

It matters not how straight the gate,
How charged with punishment the
scroll;

I am the Master of my Fate,
I am the Captain of my Soul.

—W. E. Henley.

Help boost the label of our brotherhood. See that your local joins the pencil club.

The Carpenter

"UP AGEN" MIDDLE-CLASS MORALITY!

(By Richard Hazelton.)



NE of the most amusingly life-like characters that George Bernard Shaw has created appears in his latest play, "Pygmalion," in the person of Alfred Doolittle, an elderly but vigorous English street cleaner. One could fancy meeting a man like Doolittle in that new haven for the transient unemployed in New York which its founder, Jeff Davis, has characteristically christened "the Hotel de Gink."

We can even imagine Davis himself finding capital entertainment in Doolittle's original philosophy, in his frankness and freedom from conventional restraints and in his quaint views on modern social relations.

Chatting with the expert in voice culture who has picked his daughter Eliza off the streets with the intention of passing her off as a duchess after a brief course of training—and in which he succeeds, for it is Shaw's idea in this play to show that class distinctions are merely artificial—Doolittle unbosoms himself to Professor Higgins in the following manner:

"What am I, Governor? I ask you, what am I? I'm one of the undeserving poor—that's what I am. Think of what that means to a man. It means that he's up agen middle-class morality all the time. If there's anything going and I put in for a bit of it, it's always the same story: 'You're undeserving; so you can't have it.' But my needs is as great as the most deserving widow that ever got money out of six different charities in one week for the death of the same husband. I don't need less than a deserving man: I need more. I don't eat less hearty than him; and I drink a lot more. I want a bit of amusement, 'cause I'm a thinking man. I want cheerfulness, and a song and a band when I

feel low. Well, they charge me just the same for everything as they charge the deserving. What is middle-class morality? Just an excuse for never giving me anything. Therefore, I ask you not to play that game on me. I'm playing straight with you. I ain't pretending to be deserving. I'm undeserving; and I mean to go on being undeserving. I like it; and that's the truth."

When Professor Higgins says he detects in Doolittle a certain natural gift of oratory and suggests that if he were to take him in hand for three months he could choose between a seat in the British cabinet and a popular pulpit in Wales, Doolittle isn't having any. He is contented as he is, and his reply is characteristic of the man. He says:

"Not me, Governor, thank you kindly. I've heard all the preachers and all the prime ministers—for I'm a thinking man and game for politics or religion or social reform same as all the other amusements—and I tell you it's a dog's life any way you look at it. Undeserving poverty is my line. Taking one station in society with another, it's—it's—well, it's the only one that has any ginger in it, to my taste!"

But destiny, however, plays a cruel trick on Doolittle which delivers him over, an unwilling victim, to the tender mercies of "middle-class morality." It seems that a humorous remark made by the professor to the effect that "Alfred Doolittle, the dustman, was the most original moralist at present in England" was taken seriously by an American millionaire who was devoting his millions to found moral reform societies all over the world. It resulted in Doolittle being given three thousand pounds a year on condition that he lecture for this moral reform league a few times yearly. Speaking from experience after he has tried the new life for a while, Doolittle sorrowfully complains:

"It ain't the lecturing I mind. I'll lecture them blue in the face, I will, and not turn a hair. It's making a gentle-

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man of me that I object to. Who asked him to make a gentleman of me? I was happy. I was free. I touched pretty nigh everybody for money when I wanted it, same as I touched you, Henry Higgins. Now I am worried; tied neck and heels; and everybody touches me for money. It's a fine thing for you, says my solicitor. Is it? says I. You mean it's a good thing for you, I says. When I was a poor man and had a solicitor once when they found a pram in the dust-cart, he got me off, and got shut of me and got me shut of him as quick as he could. Same with the doctors: used to shove me out of the hospital before I could hardly stand on my legs, and nothing to pay. Now they finds out that I'm not a healthy man and can't live unless they looks after me twice a day. In the house I'm not let do a hand's turn for myself; somebody else must do it and touch me for it. A few years ago I hadn't a relative in the world except two or three that wouldn't speak to me. Now I've fifty, and not a decent week's wages among the lot of them. I have to live for others and not for myself; that's middle-class morality."

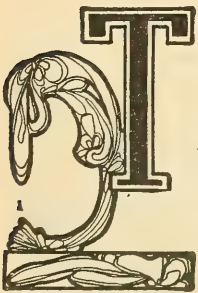
When Doolittle is reminded that he is not forced to accept the bequest, but can repudiate it, he replies with this shrewd gem of wisdom:

"That's the tragedy of it, ma'am. It's easy to say chuck it; but I haven't the nerve. Which of us has? We're all in-

timidated. Intimidated, ma'am; that's what we are. What is there for me if I chuck it but the workhouse in my old age? I have to dye my hair already to keep my job as a dustman. If I was one of the deserving poor, and had put by a bit, I could chuck it; but then why should I, acause the deserving poor might as well be millionaires for all the happiness they ever has. They don't know what happiness is. But I, as one of the undeserving poor, have nothing between me and the pauper's uniform, but this here blasted three thousand a year that shoves me into the middle class. . . . They've got you every way you turn; it's a choice between the Skilly of the workhouse and the Char Bydis of the middle class; and I haven't the nerve for the workhouse. Intimidated, that's what I am. Broke. Bought up. Happier men than me will call for my dust, and touch me for their tip; and I'll look on helpless, and envy them."

There is a sort of rugged and outspoken wisdom about Doolittle that is refreshing. He is of a type of character, numbers of whom are scattered about the world, living their own lives, just as arbitrarily, and expressing their convictions, just as freely; the despair of efficiency experts, "problems" in the eyes of sociological students, but, at least, a source of joy to those who regard life as too important a matter to be taken too seriously.

THE CASE AGAINST TRADE UNIONS ANSWERED



THE first report of the Industrial Relations Commission is merely termed a "record of progress" and does not pretend to be more than a summary outline of the trend of the investigation taken by the commission. It contains, however, an unusual amount of information set forth in the form of an abstract of the views

of representatives of both capital and labor. One of the most interesting portions of the report is presented herewith containing the basic criticisms of trade unions made by employers and also the replies furnished to their contentions by trade unionists:

"Criticism 1. Lack of responsibility on the part of unions; not only is there no penalty for the breaking of agreements, but the employer has no redress even for material damage done by the union, except through legal action against individual members.

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"The reply of the union representatives is: That experience has shown the best guarantees of the observance of contracts to be moral responsibility and regard for the reputation of the union. That the instances of contracts broken by unions are few in number, and inconsiderable in comparison with the number of contracts broken in the business world, where money damages are commonly imposed. That putting up a forfeitable bond would lower the entire plane upon which the observance of contracts now stands, and would simply mean a financial calculation on the part of the union to see whether a breach of contract would leave a balance in favor of its members after the bond was forfeited. That the assumption of financial responsibility by the unions would simply be taken advantage of by the employers to harass the unions.

"Criticism 2. The 'closed shop' policy of the unions not only means a monopoly of labor as far as the employer is concerned, but also prevents competent mechanics, who are unable or unwilling to accept the terms imposed by the union, from obtaining employment at their trade.

"The reply from labor is that there is no 'closed shop,' but that the maintenance of the 'union shop' imposes no burden on the employer, who is free to employ any workman he pleases provided the workman will become a member of the union and bear his share of the responsibility in return for the benefits which the union offers to all who work where union conditions have been established. That the conditions imposed upon applicants for membership are merely those which every competent mechanic can meet and that they are reasonable from every standpoint and necessary for the protection of the trade.

"Criticism 3. The unions stand for restricting the output to the level of mediocrity and insist nevertheless on the payment of the standard wage for an output which is below the standard.

"The reply is that the unions have never attempted to establish a restric-

tion on output save as a protection for the health of their workers, and to prevent the overspeeding of all by the use of pacemakers. That the union is applying merely the rule of ordinary business where the amount of a given commodity sold is regulated entirely by the price that is paid.

"Criticism 4. The unions establish a uniform rate for all members which results in rewarding the incompetent with higher wages than they earn and destroys the ambition of the skilled worker.

"The labor representatives reply that the standardization of the rate to a dead level is the work of the employer and not of the unions. That the union merely establishes a minimum rate and leaves the employers free to pay the individual workmen as much more as they please. Some of the employers have admitted that this is true in theory, but insist that as soon as a skilled individual is paid higher than the minimum rate, the other members immediately demand the same rate of pay.

"Criticism 5. The unions establish unreasonable and arbitrary restrictions on apprentices, which not only prevent a sufficient supply of skilled workmen, but also prohibit the American boy from learning the trade in which he is interested.

"The trade unions reply that where restrictions of apprentices exist they are not arbitrary, but are, on the contrary, fixed after careful consideration, with the idea of preventing an oversupply of labor in the trades and the consequent 'cut-throat' competition for employment. That the employers usually do not make use of the full number of apprentices to which they are entitled under the union rules, and furthermore that the employers do not sincerely wish to train apprentices, but on the contrary, wish merely to make use of a cheap labor supply.

"Criticism 6. The power of the unions is based, not on reason or on advantages offered employers, but on a policy of coercion.

"This statement is denied by the union representatives, who assert that the

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charge falls flat as soon as the history and organic structure of trade unions are intelligently studied.

"Criticism 7. The unions use violent methods and do not hesitate to violate the law or to destroy property or life, if necessary, to gain their ends.

"The unions reply that violence is never sanctioned by any legitimate labor organization and is never resorted to by individuals except under severe provocation, and in self-defense. They recognize their duties to defend their lives, homes, and families, but even under attack exercise much greater self-control than the civilized nations of the world. On the other hand, they insist that most of the violence which occurs in connection with industrial disputes is deliberately provoked by the agents of the employers in order to discredit the unions or to secure employment or reward for themselves.

"The testimony of a number of witnesses shows, however, a widespread opinion that violence is the natural accompaniment of disputes where large numbers of men are brought together. Witnesses have stated that there is a lack of frankness on the part of both employers and employes regarding violence, and that both sides use violent methods whenever it serves their ends.

"Criticism 8. The business agents and other officials of the unions have too much power and abuse it by becoming blackmailers and grafters.

"The reply of the union representatives is that the officials in trade unions possess only the power necessary to transact the business of the union, and in fact have very much less power than the officials of corporations. That this power is seldom abused, and that when it is clear that the charge against a union official is true and not simply a trumped-up charge to weaken the union, there is always rapid and decisive action by the union to punish such an official. That any abuse of power by officials for blackmail or graft is necessarily detrimental to the interests of the union and consequently can never be regarded with favor by trade unionists themselves.

"Criticism 9. The action and policies of trade unions are frequently not the result either of reason or of a purely economic interest, but on the contrary, are determined largely by union politics.

"This charge is generally met by an admission on the part of the union officials that unions are subject to the same defects as other democratic institutions, but it is pointed out that the unions have always adopted at the earliest possible moment all the measures which have proved of value in the political field to insure actual democracy. They point out that the initiative, referendum and recall were adopted by the unions before they found general support in the field of political government in this country.

"Criticism 10. The unions create antagonism between the employer and his individual employes, and undermine the discipline of the shop.

"This is denied by the unions. It is insisted that the employer regards any instructions of the individual employe with regard to his rights as an attempt to create antagonism and to destroy discipline. That the employer who makes this point is not interested in the orderly and harmonious conduct of his shop, but in having the individual employes subjugated so they will be entirely subservient to his wishes.

"Criticism 11. The unions, as soon as they acquire strength of numbers and a compact organization, make unreasonable demands upon employers and imperil the very life of the industry.

"The union representatives insist that, while their organizations are subject to the frailties of human nature, a careful examination of the facts will show that unreasonable demands seldom arise from strong organizations, but on the contrary are made by weak unions which have little to lose by reason of erratic action.

"Criticism 12. Some unions are alleged to be disloyal to the state, in that they prohibit their members from joining the militia and discriminate against men who have served in the regular army.

"The unions in reply demand the pro-

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duction of specific cases where such action has been taken, but admit that a strong suspicion and aversion to the militia has grown up in the minds of many individual unionists, not toward the militia as a state institution, but as a tool which is used by the employers for their own advantage and for the destruction of the union.

"Criticism 13. The unions are not sincere in their demands for collective bargaining, but as soon as they have obtained power in any trade or locality, proceed to make their demands in the form of ultimatums to the employers.

"The union representatives state that while in many cases terms are defined by the union because of the lack of adequate organizations of employers with whom to take up such terms of employment, nevertheless the unions are at all times ready to discuss their demands, either with individual employers or any association directly interested. That wherever the employers accept such conditions it is due to their own apathy in failing to form a proper organization with which the unions can deal.

"Criticism 14. The union rules are designed for selfish purposes, and make for waste and social inefficiency. As instances witnesses have cited the rules in the printing industry which limit the amount and character of work which feeders for pressmen are allowed to perform, and which specify that all plate must be reset by members of the union, even when it is furnished in usable form.

"The unions reply that each of these rules, if carefully considered, will be found to be reasonable and to be necessary for the protection of the rights of the employes. That the rules which are most frequently cited as being of an unreasonable character are those which were originally suggested by the employers for their own interest.

"Criticism 15. The acceptance of union conditions yields the control of many elements of a business to union officials who are not connected with the industry and who have no direct interest in its progress and life.

"The union representatives state that, on the contrary, the control of these elements of a business in which the union interests itself is in the hands of the employer and of the organization as a whole which has the most direct interest in the welfare and prosperity of the industry.

"Criticism 16. The unions, while asserting their right to control certain elements of the employers' business, are unable to prevent jurisdictional disputes among themselves, and as a result cause enormous loss to the industry and to the public.

"The reply of the labor representatives is that jurisdictional disputes arise inevitably from the rapidly-changing character of American industry; that they are more genuinely deplored by the unions than by any one else and that every effort is being made either to prevent their occurrence or to settle them as soon as possible.

"Criticism 17. The unions use the 'sympathetic strike,' ruthlessly, illegally, and to the certain injury of innocent parties who have no interest in the dispute.

"The unions reply that the sympathetic strike is used only after mature consideration for the protection of their fellow employes. That the sympathetic strike is entirely legal and the so-called innocent parties are subject to injury not by the will of the union, but because of the peculiar economic position which they happen to occupy.

"Criticism 18. The unions, by using the so-called 'secondary boycott,' are guilty of an illegal act of conspiracy to injure innocent parties who are neither responsible for nor have any interest in the dispute at issue.

"The unions reply that it is certainly legal for an individual or indeed a corporation to withhold its patronage for any reason whatsoever and that it must therefore be equally legal for an association of workers acting as an entity to do the same thing."

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WHAT IS BUILDING ART?

(By Warfield Webb.)

IF it be true that a man's home is his castle, then it should be built with that idea in view, be it a palace or an humble cot. It is not always, however, that the stately mansion inspires feelings of admiration and effuses a fragrance that betokens

peace and contentment, and the man who builds should ever keep before him the idea that there is wisdom in making the most of the means at hand to bring about a realization at once artistic and effective.

The same can be applied to the place of business, at least, in a measure, and the question of artistic treatment there should be accorded the same consideration. What is it that makes a city or a town attractive? Aside from the streets, which of themselves very rarely make possible any charm, the buildings that front thereon must bring about this desirable end. Even then it is not demanded that there be mansions flanking the broad way. A mansion can lack in beauty of design and in curves and angles, and in materials as well, to make possible anything that pertains to this effect.

We build for art, or at least we should do so; and we build for durability, or should do so; and we build for strength, or at least it would seem so, and this combination demands the earnest consideration of those who are supposed to achieve such a result. It is useless to erect a structure without due consideration being given these vital factors. They are intertwined to such a degree that there is small possibility of realizing our plans of permanent art without each being given equal share in the planning of our buildings.

What do we mean by art in this sense? There is a wide variance as to the cor-

rect definition when applied to a large number of structures. There must be a distinctiveness, not alone embodying this feature, however, which will command the admiration of those who are enabled to say that there is merit in the design and in its execution. Design alone cannot make art. There must be the addition of materials and a certain distinctive treatment of these if we are to realize the ideal. Symmetry, contour, environment, all lend their aid in a realization of the end in view. Many of our buildings are lacking in these essentials and so cannot rightfully claim admission to this class.

Again, there is the word durability. Many of our structures are durable simply because they are not put to the supreme test that will determine the extent of this assertion. Fortunately such disastrous tests do not often happen. If they did the records would show a much larger percentage of losses by fire and flood and quake. The reasons for this are plain to the thinking man: builders leave too much to chance and trust too much to good fortune for a providential escape from impending ruin.

Why build structures possessing true art unless we build them to insure permanency? What we build today we do not desire destroyed tomorrow, and still there is a certain element of gambling in the whole transaction that leaves the possibilities for loss far beyond the wildest dream of damage should the occasion arise to make possible the test.

Real strength, artistic and otherwise, lies in two elements in every structure of every description. These lie in its beauty and its material. The first is of value as an aesthetic possibility to every section; the second in the continued realization of this factor. These can be made more than fancied dreams, and they should be treated in this manner. Why is it possible to build without these considerations being first brought up for an inspection and a careful analysis? Why

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are we merely content to go ahead, eager to surpass? The efforts of others who are leading us in the race for an advantage in time?

We in America are not content to give the matter due thought. There is in our every movement a nervousness that saps the best of our ideas for either art, durability or strength. There is too great a tendency toward eagerness and a lack of the saner judgment that is demanded of the man who hopes to see a realization of his dreams for lasting work. We build vast structures and we give them only the thought and attention that we would to any other lesser labor that demands our time and a portion of our thought.

Is not the labor worthy of the best that is in us? But how is that possible when there is in every movement a hurrying and scurrying to outdo the other man? We have the materials, the brains, the mechanics. We have the fundamentals that make possible monuments that should stand as our noblest records in this field of labor. We must give more to the questions of saneness in the con-

struction of our buildings. We have been too hurried to consider that out of this vast labor there will, or, at least, there should, arise the admiration of other worlds and of other generations.

Do our structures—we take them as a class—give us the return that the cost and labor and endeavor put into them have demanded of us? Will they stand the test demanded of the monuments that comprise the best that the world has produced? There is but one way to realize the ideals that we should strive to attain. The best that is in us is not sufficient. To make our labor superior to the things that have been, we must strive to realize in every possible feature the essentials that will bring this about. Unknown possibilities here lie dormant. Slowly we are approaching toward avenues where the way to great possibilities are clear before us. They are not sought, however, in a maddening hurry, but are only reached after slow and careful effort and with a regard for the errors that have been stumbling blocks in the past generations.

LABOR'S FORWARD MARCH



HE gradual evolution that is taking place in the world of labor through the pressure of those healthy influences which have their source in the abounding vitality of trade unionism was ably outlined in the speech made by the Hon. William B. Wil-

son, Secretary of the Department of Labor, to the delegates to the Philadelphia convention of the A. F. of L. In his address he replied to the criticisms of some employers and newspapers who charged that he as a cabinet officer was unduly partial to the trade union movement by stating that after forty-three years' experience as a trade unionist he never understood that the trade union movement

stood for anything else than justice to the wage workers. It had never desired to impose injustice upon anybody else; and if the securing of justice to those who earn their bread in the sweat of their face constituted partisanship, they might then count him as a partisan of labor. Continuing, he said:

"The new Department of Labor, when instituted, was directed to utilize its energy for the promotion of the welfare of wage workers and their opportunities for profitable employment. In carrying out the purposes of the department one of the first steps that we took was to communicate with the other departments of the government, asking them to make arrangements by which the Department of Labor would be notified of every contract let by them, in order that we might have available for the use of the public, trade unionists and non-unionists in-

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cluded, the information concerning the contracts that were let, and whether or not the eight-hour workday was applied.

"We have concluded those arrangements, and we are now receiving from the various departments of the government statements relative to the contracts that are being let, and the conditions and terms under which they are let, and the sub-contractors working under them. In carrying through the eight-hour law, while it was pending in Congress, both in its consideration before the committee and its consideration upon the floor, we met with some obstacles, some difficulties that had to be overcome before an eight-hour bill could be enacted.

"One of the first difficulties we met in dealing with the eight-hour workday from a general standpoint, as applying to all contracts for supplies for the government, was the question as to whether it was intended by the eight-hour law to require the eight-hour workday to follow back all of the supplies purchased by the government to the original point of producing the raw material. For instance, in purchasing supplies of foodstuffs for the army and navy, the question was asked whether it was the intention of the bill to apply the eight-hour workday to the men on the farm, many of them owning their own places, who raised the foodstuffs that were to be purchased. It was thoroughly understood by those who were handling the bill on the floor of the House and in committees, that any bill which carried the eight-hour workday back to the farm and the farmer could not be enacted into law. And in that situation the proviso was inserted excluding from the operations of the eight-hour law those things which could be usually bought in the open market.

"In interpreting that clause of the amended bill the position by those in charge of it was that the question of whether or not an article could be usually purchased in the open market was not a legal question; it was not a question of law; it was a question of fact, and the department letting the contract was the department authorized to pass upon the

question of facts and not the Department of Justice. The Department of Justice passes upon questions of law; the other departments pass upon questions of fact. And I may say to you here that in the debate upon that question it was clearly stated that dressed stone was an article that, in the judgment of those in charge of the bill, could not be usually bought in the open market, and consequently came within the operations of the eight-hour law.

A statement has been made with reference to the Lincoln Memorial. Unfortunately for us and unfortunately for the labor movement, the decision upon the Lincoln Memorial question was a decision involving a point of law and not a point of fact. And that decision grew out of this situation—that the bill authorizing the appropriation of two million dollars for the building of the Lincoln Memorial and the actual appropriation of fifty thousand dollars of that amount to begin the work, was made seventeen months before the new eight-hour bill went into effect, and consequently comes under the provisions of the old eight-hour bill. That is the situation so far as it applies to the Lincoln Memorial, and it is an unfortunate situation for us.

"In further carrying out the work of the department we have inaugurated a system of mediation in trade disputes. Section 8 of the organic law of the department provides that the secretary of the department may act as a mediator or he may appoint conciliators in trade disputes. During the year and a half, or a little more, that the department has been in existence, we have handled scores of trade disputes, and out of those scores there have been but three or four in which we have failed of success; there has been the Pere Marquette shopmen's strike, the Calumet miners' strike and the Colorado miners' strike. In those three we have not succeeded in bringing about a satisfactory adjustment of the difficulty. In all of the others, some of them involving many more than were involved in either of these three strikes, we have succeeded in bringing about an adjust-

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ment that was satisfactory to all parties concerned, thereby promoting industrial peace, and at the same time promoting the welfare of the wage workers.

"We have taken the ground, and we think justly, that employers and employes have a mutual interest in securing the largest possible production with a given amount of labor; the larger the amount that is produced, the larger the amount that is available for distribution; that their interests only diverge when it comes to a determination of the share that should go to each and the methods under which the material should be produced. As their interests only diverge at those points, it is the proper thing for employers and employes alike to sit down around the council table and work out the problems they have to deal with on as nearly a correct mathematical basis as possible.

"Working from that theory of the mutual interest that each has in production, we have proceeded to the consideration of these problems. And again, Mr. President, we have been criticised as being partisans, upon the theory that the Department of Labor in acting as a mediator performs judicial functions. Now, the Department of Labor, in acting as a mediator, does not perform any judicial functions; what it performs are diplomatic functions, and there is no more reason that the Department of Labor should be debarred from handling trade disputes upon a diplomatic basis, because it is interested in the welfare of the workers, than that the Department of State should be debarred from handling international disputes because of the fact that it is a part of the federal government and interested in the welfare of the United States.

"What we need, in handling trade disputes, and what we have attempted to select in handling trade disputes, is men who have had experience and who are level-headed and understand the technicalities of the subject-matter they are to deal with. You cannot take a man who has had no experience, you cannot take a man who knows nothing about a trade,

no matter how big he is, and inject him into the negotiations for the settlement of a trade dispute and expect to get beneficial results from his injection into it. You must take men who have had practical experience.

"And so, in carrying out the work of the department, we have invariably selected one man who had a technical knowledge of the affairs, as seen from the standpoint of the worker; and we selected one who had a technical experience and a knowledge of the standpoint of the employers, and we have sent those two men into the trade dispute conditions with instructions to endeavor to bring about a settlement of the difficulty upon a basis that would be just to all parties concerned; because, after all, while we desire industrial peace, while we want industrial peace, and we want it permanently, we realize that there can be no permanent industrial peace that is not based upon industrial justice.

"And so we have gone on with this line of work, and, as I have said, in nearly every instance we have been successful. And those instances where we have been unsuccessful have been principally due to that class of employers, extremists, a class becoming smaller and smaller as years go by, who look upon their employes as simply a part of the machinery of their establishments, to be treated in exactly the same way as they would treat other machines, with this difference: that the inanimate machine in their shop is so constructed and so standardized that they can calculate with almost mathematical accuracy what the working strain and what the breaking strain of the machine is; and they know that if they crowd the machine up to the breaking strain, and it does break, it will cost them something to replace the machine. Not so with the human being that is employed by them, and that they look upon as a machine. He is not standardized, he is not uniform in his physical and mental equipment; there has been no method determined by which you can calculate the breaking strain or the working strain of a human being. Even the worker

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himself does not know what his own breaking strain is, and if you crowd that human machine up to the breaking strain, and it does break, then it costs the employer nothing to replace it.

"We have held throughout that the human being is an entirely different thing from the machine, and should be treated entirely different from the manner in which you treat the machine. The human being who is employed in the plant is a living, moving, sentient being like themselves, with all the hopes and all the aspirations that God has implanted in the human breast, and is entitled to the same consideration as you would give to any other human being who is not engaged as a wage worker.

"During the year we have made at least one great step forward in the passage of the Clayton anti-trust bill, which is also an anti-injunction bill. To my mind it is the greatest step that has been taken by labor and for labor within the past two generations.

"We have all along recognized that the employers own the land, that they own the plants, that they own the machines; but we have positively denied, continuously denied, that they own the men, and for the first time in the history of this or any other country we have that idea embodied in legislation—that labor is no longer a commodity or article of commerce, and cannot be any longer considered as such.

"So we are making progress, step by step, slowly, it is true, because large bodies move slowly. It has been a gradual evolution. The change from the feudal system to the present system, and the removal of those ideas, the removal of those lines of thought that grew out of the feudal system itself, has been a slow process that has only been brought about as a result of the militant organizations of labor.

"It is said that the Department of Labor has to deal with others than organized labor; that it represents other workers than organized workers, and that is true. The Department of Labor represents and looks after the interests of all the wage workers of our country whether organized or unorganized. The same may be said of every trade union in our country. There isn't a trade union in existence in any trade or industry that has made progress that has not, in making that progress, also benefited every man working in the industry who is not a trade unionist. So far as the Department of Labor is concerned, it will utilize every force that it finds available to its hands for the purpose of promoting the welfare of those who toil. It will use most those agencies which are most effective; and, in my experience, those agencies which have been most effective in improving the conditions of the wage workers have been the trade unions of this country."

THEORY AND PRACTICE

(By Owen B. Maginnis.)



EVOLUTION is a progressive fact and works wondrous changes. Witness, for example, the education of the trades. But yesterday theory and the scientific methods and their necessity were the watchwords of acquisition. Today common, ordinary manual training and the becoming skilled in the use of tools or

the gaining of a smattering knowledge of a trade are deemed more essential than the former. Strange, is it not, that the so-called higher education should be obliged to give way or stoop to manual training in order to profitably exercise the mind?

Artisans deal with very tangible things, cold sordid materials and tools, which return no sympathy except that which the ardor, enthusiasm and skilled labor of the mechanic puts into his work other than the return of the emoluments (which should, if one might dare say it

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in these prosaic days, never enter the mind of the true and sincere worker; at least when engaged in the exercise of his calling, the continuous practice and success of which should be his daily and chief concern). Surely there are no other walks of life in which many are called but few are chosen, than in the trades where but few indeed attain to eminence.

So it is that we find today the introduction and promotion of vocational and other schools to teach boys how to commence at the bottom and by a series of gradations, once inculcated by the apprenticeship system, rise step by step to high skill and its intelligent practice.

The success of the newer methods is problematical, as they are comparatively in their infancy and in a sense experimental, yet good in their way sometimes, provided the individual pupil develops a taste for a trade and continues and perseveres in its manual exercise.

It is to be regretted, however, that most of the youths of this epoch cultivate the easy methods, hoping that life will give them soft jobs with little labor or bodily suffering, not knowing, nor perhaps being taught to remember, that success is only obtained by labor, close application and self-abnegation.

It is alluring to read in the advertisements: "Rise to better things!" "Don't be a drudge or workingman all your life," "Be a foreman, superintendent or master," "Cultivate efficiency," etc., etc., and great is the glamor of this to the ambitious tyro who mentally sees himself in early manhood directing many men, doing great work and a prominent figure in the mechanical and engineering world.

Sad is the disillusion which usually follows, and a good lesson generally in actual life. Chuckful of theory and lacking in practice, this individual finds himself groping for the direct application of his theoretical knowledge and ultimately realizes that he must perforce acquire practice as he goes along; ever in dread of accident, error, mistake or

miscalculation, he is devoid of that self-confidence which always accompanies the experience engendered by patient practice.

To speak plainly, teaching the scientific or theoretical part of a trade or profession solely is simply "putting the cart before the horse."

Yet we must, if we do not start right, start all over again; retreat, as it were, in order to advance once more, perhaps to victory, perhaps to defeat; and this applies to trade book and paper knowledge which is so widely being cultivated and disseminated all over the world, tending to the production of semi-educated, discontented mechanics who, lacking high manual skill, lack steady employment.

The saying that "there is plenty of room at the top" is nowadays a fallacy. The fact truly is, that there are too many there, from an educative viewpoint, all looking for large wages, something not yet generally obtainable.

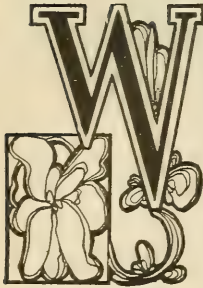
Let us not be captious in this criticism which is made by reason of the fact that there are so many schools of theory and so few schools of practice, except in the actual work at the trade; and this in modern building construction is of a specialized character; indeed, we might truly state that the workman of this age is a detail specialist in almost every occupation.

That the conveying of knowledge, either by mail, writing or printing in any form is a fine thing no intelligent man will deny and it is not sufficiently appreciated, yet it can never take the place of nor inculcate manual training or technical skill, so that the establishing, endowment, promotion of some classes, schools or universities of and for trades is, in the dearth of apprenticeships, an imperative and urgent necessity. That our locals are awakening to this is a pleasant feature of the up-to-date progress of this brotherhood, and it should be the aim and object of every member to encourage its furtherance.

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WAR VS. LABOR

(By Gabriel Edmonston.)



WHILE the bells are ringing in the new year I am thinking of the awful calamity that has overtaken the nations over the sea and wonder what new miseries they will have to face before the present year has passed. Will Italy, Greece, Holland, Norway and Sweden be drawn into the war vortex and central Europe be laid waste by marching armies, trampling out even the vegetation that might succor the survivors? Will the many thousands of innocent sufferers who now overcrowd their temporary shelters be multiplied indefinitely? Clothing that now only partially warms the poor refugees will soon probably be reduced to rags, and even our best efforts to succor them will have to take chances in seas sown with deadly mines. Food for the innocent sufferers, if allowed to land, will have to run the gauntlet of a hungry soldiery, whose commissary may be disorganized by battle.

Few appreciate the possible outcome of such a gigantic struggle if it should last as long as some have predicted. When human miseries have reached the limit, even non-combatants become desperate and court death as a happy release. A mob crying for bread or for blood is formidable in proportion to its numbers, but when it assumes such tremendous proportions as to successfully defy law and order it becomes irresistible and the right of property loses its meaning. "Grape and cannister" might subdue a certain number, but it has its limits. Greedy for death and oblivion in preference to the horrors of human slaughter and the slower process of cold and starvation even the righteous might be forgiven by the All-wise Judge for their untimely end.

It was within the power of six men to avoid this awful calamity. With hunger riots howling through the cities and towns of Europe, the power-mad ruling classes will realize their crime even if they escape immediate punishment. The accumulated wealth of the world, created by labor, belongs to civilization as opposed to anarchy. The mutualism of that fund is confined to no language, religion or mode of living. It is, or should be, considered a trust fund to secure the health, happiness and comfort of those whose toil and self-sacrifice created it, and to their heirs forever. The rulers are merely the fiduciary agents holding power by consent of the people. If they use that fund in the march of progress, all honor and glory be theirs, living or dead, but if it be wasted in a backward step to barbarism, inevitable punishment awaits their memory. The greatest soldiers of the world have never measured up to the intellectual standard of Doctor Edward Jenner, John Wolfgang Goethe, Baron de Montesquieu or our own Thomas A. Edison.

Workmen of the world, unite! It is only by this means we can ever hope to lay aside our national prejudices and put the soldier out of business by establishing an international police to secure the peaceful enjoyment of our pursuits.

A word or two more to my fellow-workmen: How will an indefinite continuance of the European war affect American labor? That depends on the stupidity of the ruling classes, and how much of the world's wealth will have gone up in the smoke of battle. If their purchasing power be destroyed, what inducements will there be for us to trade with an impecunious people? Our factories now busy with furnishing war materials will have to reduce their output and curtail their force. Foreign immigration will tremendously increase our own army of unemployed and we will have to make room for them or lose what

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we have already gained. The decline of imports will probably necessitate some changes in our system of taxation for the support of our government. An increase of direct taxation to offset the decline in indirect taxation seems to be inevitable and will be harder to bear. One item alone will be sufficient to illustrate. If each box of matches bear a one cent revenue stamp we will have to pay that additional cost and so on

through many other items that may, by law, become taxable.

This is a billion-dollar country, and it is worth all it costs, and more to those who must labor and rest in peace. Our rulers are our servants, and when they think otherwise we can put them out of their job. To my way of thinking the brightest prospect for the future toilers lies in agriculture. Back to the farm should be the slogan of the unemployed.

WAGE EARNERS AND LEGAL RESTRICTIONS

Referring to the federal industrial relations commission, appointed by President Wilson, to investigate the causes of the prevailing bitter feeling between employers and employees and to recommend measures for its abatement, Professor Henry R. Seager of Columbia University recently said:

"A certain amount of antagonism between employers and employees is, of course, no new thing. Their interests, when it comes to the division of the fruits of their common thought and toil, are necessarily opposed. So long as the share of the employees depends on their ability to make favorable bargains with their employers—that is, so long as the wage system itself endures—some antagonism must continue.

"There is, however, a new element in the situation, and this, in my judgment, is a widespread sense of the injustice of the conditions under which the wage contract must now be made. By this I do not mean that any very large proportion of wage earners has come to accept the doctrine that the whole product of industry is due to labor and ought of right to go to the workers. The revolt, as I interpret it, is not against the wage system itself, but, rather, against the legal restrictions which in practice hamper wage earners at every turn in their efforts to improve their condition without putting any corresponding restraint on their employers.

"A few illustrations will make my meaning clearer. The injunction process

has been found a highly efficient means of breaking a strike. It can be used by employers against their employees because they can nearly always persuade a court that damage suits against these employees after they have committed unlawful acts which are destructive of property, will prove ineffective. It can rarely, if ever, be turned against employers, because it can usually be urged that they will be able to respond in damages and that, therefore, there is no need for this extraordinary means of compelling them to respect the property rights of others. A legal remedy which may be used by one side in an industrial dispute and not by the other naturally seems to the other unfair.

"Again, wage earners know that to succeed in strikes for higher wages or shorter hours they must control a sufficient proportion of the available workers in the trade to bring it home to the employer that they are necessary partners in his business. From their point of view, therefore, efforts to strengthen their unions through strikes to prevent the employment of non-unionists are as necessary and proper as efforts to secure higher wages or shorter hours directly. When the courts tell them that they may strike for better conditions, but if they strike to strengthen the union they are guilty of conspiracy, they feel that the law is illogical, arbitrary and designed, while seeming to concede to them the right to united action, really to

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prevent their united efforts from being effective.

"Finally, the application of the federal anti-trust act to labor combinations strengthens wage earners in their belief that for whatever purpose a law may be framed the courts will be certain to turn it against them rather than against their employers. Under that statute the United Hatters are liable to pay damages to the amount of \$240,000 for acts which their consciences fully approve, while the Standard Oil Company, the trust most frequently referred to when the act was under consideration in Congress, has escaped with an order to dissolve, obedience to which has served only, so the wage earner argues, to enhance greatly the value of its constituent properties.

"It is these anomalies in our law as it applies to wage earners which are, in my opinion, chiefly responsible for the bitterness which American workingmen feel toward their employers. Nothing is so fatal to a law-abiding disposition as a conviction that the law itself is unjust or that its administration is unfair.

"Another distinction the law draws, which seems to them unfair, is that between strikes and boycotts. One way in which the obdurate employer may be made to respect the right of his men to organize is by inducing his customers to withdraw their patronage unless he treats his employes in a manner that seems to these customers fair. Trade unionists see no reason why, feeling as they do in regard to the right of wage earners to organize, they should not refuse to patronize an employer who denies them this right. To make such refusal effective they think that they should be allowed to publish the names of 'unfair' or 'we don't patronize' employers in their union journals. The view that this constitutes a conspiracy seems to them to involve a denial of their liberty to patronize whom they choose. When this view of the boycott crystallizes in an injunction, for the alleged violation of which such a widely revered labor leader as John Mitchell is

threatened with fine and imprisonment, it becomes, to their minds, an intolerable instrument of tyranny."

Putting It Straight to Welborn

I wish that men like Mr. J. F. Welborn, president of the Colorado Fuel and Iron Company, could be made to see how ridiculous and untrue is their statement that they are upholding "the right of every man to work where, for whom and upon such terms as he sees fit."

See here, Mr. Welborn; if what you say is true and could be put into practical effect, this is what might happen: John Doe might walk into your office some morning and say: "If you please, Mr. Welborn"—Oh, no; I forgot. He need not even say "if you please." He can walk into your office and say: "I will come here to work for you tomorrow morning. My terms will be five hours a day at a dollar an hour. Please be ready for me."

Now, Mr. Welborn, I appeal to you as a logical and practical man. Is not that exactly what your words, taken in their ordinary sense, would mean?

But perhaps you will say "That is absurd, impossible." It certainly is, and that is why I insist that you do not mean what you say when you declare for a man's "right to work where and for whom and upon such terms as he sees fit."

And now, since you do not mean what you say and what you want to have people think you mean, will you please tell us what you really do mean?

Awaiting your answer, I will hazard a guess: You mean that you want every man free to take any job you offer him, on such terms as you see fit, without any dictation from a labor union. Honestly, now, isn't that what you mean when you talk about a man's right to work, etc.?

And between you and me, Mr. Welborn, I think you have the right of it just so long as the men composing the labor unions vote to let you and a few others own the earth.—Celia Baldwin Whitehead in *The Public*.

Editorial



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Calling a Spade, a Spade

The torrent of testimony which he has been obliged to listen to from men of widely varying views on industrial questions does not seem to leave Chairman Frank P. Walsh, of the Industrial Relations Commission, any the less sure in the conviction which he has long held that autocratic control of industry must give way to more just and liberal industrial standards.

At a mass-meeting recently in New York he spoke very strongly on the subject. "We cannot," he said, "go on with autocracy in business. The fact that the majority of the employing power in America is lodged in Manhattan Island is a menace to the perpetuity of our institutions, for it is but a step from the

autocratic control of industry to autocratic control in government.

"But even without changes in our laws we can do much toward solving the problem of unemployment and kindred problems.

"We can, for instance, take back for the people the vast fortunes that have been embezzled from the people. I mean the fortunes taken from coal lands illegally filed upon in the West. A thief never gets a true title."

Mr. Walsh in the last year has perhaps had a better opportunity than any other public man to realize the evil influence exerted through the growing power of the very few in the industrial world at the expense of the many. He has also obtained first hand knowledge of the manner in which many of our modern colossal fortunes have been piled up and at what cost to the public. The history of the exploitation of the western coal lands and public domains is very much bound up with the growth and rise of our modern industrial autocracy. Both are similar developments or phases of that greed and uncurbed desire for wealth and power at the expense of all moral considerations which have characterized many of the nation's wealthiest citizens.

* * *

Industrial Rule by Gunmen

The cold-blooded murder of striking workmen by armed guards supplied by private "detective agencies" at Roosevelt, N. J., on January 19, adds another chapter to the rapidly swelling list of crimes perpetrated by hired mercenaries brought by employers into industrial communities for the purpose of "settling labor disturbances." These have been occurring with alarming frequency of late, but this latest instance for deliberate criminal callousness seems to be about the limit.

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The occurrence resulted from a strike of the nine hundred employes of the Liebeg & Co. and the Williams & Clark Fertilizer plants along the New Jersey Central Railroad, between Elizabeth and Perth Amboy, which began January 2, both factories employing a guard of deputy sheriffs hired from a Newark detective agency. No violence marked the activities of the strikers, who behaved throughout with great restraint, confining their activities merely to watching for strikebreakers. On January 19 a number of them were watching the arrival of the New York train at a station a short distance from the Williams & Clark plant for the purpose of peaceably interviewing any would-be strike-breakers who might be on it and putting the local situation before them from the strikers' point of view. A vivid account of what transpired on the occasion is given by John Dowling, a member of the Roosevelt, N. J., police force, who was on duty at the station. Speaking to a New York World reporter, he said:

"I saw the strikers gather at the station and I am positive that not a man carried a revolver or any other sort of weapon unless it was a pocket knife. The men seemed most peaceful and I knew they were not bent on making trouble. Several of them told me that they simply were going to do picket duty, as they expected strikebreakers to come from New York and were going to try to persuade them to return to their homes or join the strikers.

"The men assembled on public property and were peaceful. I had no authority to interfere with them. When the train drew in there certainly were no ties on the rails, nor did anyone wave a red sweater in front of the locomotive.

"I saw several men board the train and they did it without the least disorder. Then I saw these men get off the rear platform of the last train and make a report to the other strikers. There still wasn't the slightest sign of disorder.

"About this time the big gates of the Williams & Clark mill were thrown open, and out rushed the deputies. The shoot-

ing began at once. If those deputies say they fired in the air and that the strikers fired at them first, they lie. The strikers did not fire. They had nothing with which to fire. They simply were butchered. It's impossible to describe how those unarmed, defenseless men were shot down. Some ran and escaped injury. Those who were unable to get to high ground made for the swamps, and it was those men who were shot, beaten, and then shot again.

"I got into the thick of the trouble, but one man in that frantic mob and desperate crowd of gunmen was nothing. The deputies shot until their leader gave the signal. At that time men were all about, wounded and screaming for help. The deputies made not the slightest effort to aid the men they had shot. They simply marched back into the plant and locked themselves in."

As a result of this unjustifiable and wanton crime two of the striking workmen were killed, and a large proportion of the twenty or thirty others hit by bullets badly injured. Thus was the progressive State of New Jersey given a sample of the conditions which have disgraced Colorado, Michigan and West Virginia, and its citizens given a first-hand exhibition of defenseless strikers—known to be unarmed—being shot down in cold blood by deputies hired from so-called "detective agencies."

Feeling in favor of the strikers has run high and since the arrest of the twenty-two deputies, who have been held to the Middlesex Grand Jury on charges of manslaughter, the wholesome sentiment has been expressed that New Jersey must not allow itself to be classed with Colorado in its treatment of the hireling mercenaries of capitalists who rely upon detective agencies to stamp out industrial unrest. But the punishment, if any, to be meted out to the New Jersey "deputies" is a matter of small consequence compared with the question as to whether the American people are going to tolerate very much longer the private employment of hired gunmen to interfere in labor troubles and overawe, terrorize and

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even slay defenseless workingmen. The toleration of such a state of things is merely to put a premium upon anarchy. As a result of it we are fostering a vicious, degenerate and criminal class, incapable of normal, steady employment, which has come to depend upon private detective agencies for a livelihood as gunmen and "deputies" in time of industrial unrest.

The A. F. of L. at its recent Philadelphia convention took a stand looking toward State and Federal legislation which will eliminate this evil. Any step in this direction cannot fail to have beneficial results. In the meantime we trust organized labor in New Jersey will take advantage of the feeling engendered by the recent tragedy and endeavor to have a law enacted by the Legislature which will put an end to the activities of so-called detective agencies and their private armies of gunmen in times of labor troubles in so far as that State is concerned.

* * *

Cincinnati Architects and Metal Trim

The attitude of the Cincinnati architects on the metal trim question was very clearly and definitely set forth recently at a meeting of the Cincinnati chapter of the American Institute of Architects held on January 19, when they refused to meet the wishes of the master sheet metal contractors of that city, who claimed that the architects could settle the local trouble in relation to metal trim by specifying that the work should be done by sheet metal workers. They refused the request on the ground that sheet metal workers were incompetent to do the work.

Their action is all the more noteworthy as the question of metal trim has been a particularly acute one in Cincinnati and was one of the causes which brought about the big strike there last year. Practically all the architects present, we learn from the Cincinnati Enquirer, expressed themselves as decidedly unfavorable to the claims of the sheet metal workers. One speaker related that he

had brought supposedly expert metal workers from Chicago for the purpose of hanging metal clad doors only to find that they were not competent to do the work. It was also pointed out that they are not accustomed to handling tools suitable only for a carpenter, thus bearing out in every respect the stand taken by the U. B. on this question.

* * *

So Many Men, So Many Minds

The recent sessions of the Industrial Relations Commission for the purpose of investigating the Rockefeller, Carnegie and Sage Foundations and other philanthropic undertakings brought out the views of a number of prominent people on the subject of the industrial unrest which now affects this country.

Roger Babson, the statistician and financial writer, placed the blame on Wall Street, including the great banking houses of Morgan and Kuhn-Loeb. Samuel Untermyer, who was counsel for the Pujo investigation committee, agreed with him.

Miss Ida M. Tarbell, who has been investigating and writing about industrial conditions for many years, and an acknowledged authority on Standard Oil history, refused to give the labor organizations the whole credit for the betterment that had come to the workingmen and gave her endorsement to scientific management. Miss Tarbell, however, mildly praised the labor unions and said she believed them a great potential factor for improving industrial conditions.

Jacob H. Schiff testified that he believes that the only effective agency for dealing with the problem of the unemployed is a Federal agency, and that only by a national commission can the unemployed be brought to the place where there is work.

August Belmont gave it as his opinion that the desirability of a union depends on what kind of a union it is. When strikes occur, he believes mediation by a common friend often is better than arbitration.

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During the course of the testimony of Henry Ford he said that the experiment known as the "Ford plan" was based on plain justice to his employees. Since the plan had been in progress there had been a striking increase in efficiency and the moral results had also been very remarkable. Mr. Ford said that his idea was to help men to help themselves. Nearly all are willing to work for adequate reward. He also stated he would guarantee to take every prisoner out of Sing Sing and make a man of him.

George W. Perkins, of the United States Steel Corporation, attacked the present tariff.

President Samuel Gompers, of the A. F. of L., ably defended trade unionism and disproved many of the statements made against it. He attacked the Rockefeller Foundation as inimical to democratic ideals in education and dwelt at length on immigration.

Louis D. Brandeis gave it as his belief that the great present-day corporations tend to degenerate the type of labor.

John D. Rockefeller, Jr., declared he was in favor of labor unions with certain restrictions and answered questions regarding the responsibilities of directors, the rights of labor organizations and his views on what he regarded as social service. He also spoke at length on his connection with the Colorado Fuel and Iron Company.

John Mitchell's testimony sparked with epigrams. Speaking of compensation for workmen, he said it was effective in more ways than one. "When," said he, "it costs more to kill a man than it does to save him, the employers will save their workers."

Mr. Mitchell said that where men are unorganized the death rate is higher and the wage rate lower.

Rockefeller's plan for settling labor troubles in Colorado he termed "simply absurd." The working people do not want benefactions of charity. They want independence and the right to bargain collectively, he added.

Industrial Despotism in Texas

The fact cannot be disguised that a feudalism as absolute, as despotic and as arbitrary as anything which existed in supposedly less enlightened ages of the world's history flourishes today in a surprisingly large number of industrial communities throughout the country. Only recently The Carpenter referred to the situation in Lead, S. D., but, with equal justice, it might have instanced the mining regions of Colorado, Michigan or West Virginia as industrial strongholds where the status of the workers closely resembles that of the serfs of feudal times. In such communities we get a glimpse of the strange spectacle of modern industrialism which at one time was supposed to lead to greater individual liberty and opportunity turning around in a vicious circle and leading the masses back to a condition of abject servility and a state of feudal oppression almost unbelievable.

Up to this, we have associated such deplorable conditions for the most part with the mining industry, but it remained for the investigators of the Industrial Relations Commission to show that the sawmill of today is as much of a baron's stronghold as a coal or copper mine and that the lumber communities of Texas are as far removed from freedom and democracy as though time had rolled back to the days of Ivanhoe. To bring this point before the public Harper's Weekly recently published an article by George Creel based upon the facts collected by the Commission's investigators and furnishing a glaring example of the length to which uncurbed and unrestricted industrialism will go in its crushing oppression of the workers it is able to hold firmly within its grasp.

To those accustomed to hearing of men herded in company towns, packed in company houses, forced to trade at company stores, paid in company money and denied all lawful rights, the conditions existing in Texas lumber communities will not seem altogether strange. In the town of Kirbyville, for instance, with its 2,000 citizens, mostly lumber mill workers, the

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American dollar plays a very infinitesimal part, for it seldom comes into the hands of the lumber workers. The controlling power there is the lumber company from which it gets its name and the source of its autocracy is an ingenious institution termed "the merchandise check." Disks, cut out of pasteboard and stamped with the name of the company, are made to serve in Kirbyville as a substitute for real money. Pay days are few and far between in the community, but in the meantime the men may secure these checks up to the amount of their wages. Over ninety per cent of wages are paid in this way and the company reaps the benefit through the company store. When, however, the checks get outside the prescribed channels, merchants and professional men are compelled to demand a percentage of from ten to twenty per cent on them because they are only negotiable at the higher-priced company store for supplies or at the sawmill for lumber.

The one other medium of payment is the "time certificate," which is only issued in cases of emergency. This certificate merely shows that its bearer has worked so many days and has so much money coming to him which will be paid by the company on a certain future date. Time certificates, unlike the merchandise check, can be turned into money. The local banks will cash them, but for the favor the worker must pay a straight discount running from ten to twenty per cent. The effect of these various discounts upon wages is shown when it is seen that for a ten-hour day two-fifths of the employers of the lumber company get \$1.50, about two-fifths, between \$1.50 and \$2, and one-fifth, \$2 or more. There are also deductions from wages besides merchandise checks and usurious discounts and board, room and rental rates are high. Heads of families pay hospital fees, for instance, although compensation laws are presumed to do away with them.

Similar conditions flourish in practically all of the Texas lumber communities, the workers being imposed upon through this system of merchandise

check payment which is in open defiance of a state law. Hand in hand with such practices on the part of the lumber interests goes a relentless policy of stamping out any tendencies on the part of the employees to organize in an effort to improve their condition. At one time the workers did organize, and formed a union which after a feeble effort to force the companies to redress existing grievances was unfortunately crushed and the leaders in the fight banished.

For the purpose of preventing organization, and as a means of keeping the lumber workers in subjection, the Southern Lumber Operators' Association has proved a very efficient instrument. This association uses the blacklist openly and without the slightest effort to disguise that fact. Association members which comprise the various lumber companies are required to keep a list of their employees at the central office, supplementing it with periodical reports of men discharged and new men employed. A principal query on each report is, "Have you any reason to believe that he is in sympathy with or is a member of the order of 'Timber Workers of the World?'" Thus the lumber companies are enabled to weed out workers suspected of trade union affiliations or leaning.

"In order to get employment," says Mr. Creel, "a timber worker must sign away his right to organize, his right to sue under the law for defamation of character, and his right to sue under the law for injuries received in the course of his work. Not only is he asked to become a serf, but it is also demanded of him that he rivet the brass collar about his own neck."

While such a glaring state of things exists and flourishes in industrial communities throughout the country is it any wonder that we should have industrial unrest and plenty of it?

* * *

Rockefeller's Responsibility

In his testimony before the Industrial Relations Commission John D. Rockefeller, Jr., referring to the charge that he

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had enforced an industrial absolutism in Colorado, replied that "an attitude toward industry and toward labor such as is here implied is so abhorrent to me personally and so contrary to the spirit of my whole purpose and training that I can not allow these allegations to pass unnoticed. . . . While it has been said that I have exercised an absolute authority in dictating to the management of the Colorado Fuel and Iron Company, it has always been said that I have been too indifferent, and that as a director I should have exercised more authority. Clearly, both can not be true."

It is easy for an immensely wealthy man like Mr. Rockefeller to defend himself in this fashion, but he is not likely to convince thinking people. On the face of it, the facts that he has been accused as an industrial "dictator" and has, in the same breath, been blamed for being "too indifferent" as a director, appear conflicting, yet they are, nevertheless, true. Writing of his impressions of Mr. Rockefeller's testimony, Walter Lippman explains the matter in this way:

"It seemed to me," he says, "as I listened to him that both could be true, and that in fact it was just such a dilemma which was the truth. For while the reality of the Rockefeller power could hardly be questioned, the use of that power appeared to have been second-hand and inadequate. For ten years Mr. Rockefeller had not seen his property; his relation to it was by letter and by conference with the officials. What he knew of it must have come to him from them, and, as he has confessed, he trusted their word. Now when we speak of the despotism of the Czar of Russia, we do not mean that he in person acts despotically in every province of his empire. We mean that a despotic hierarchy exists owing allegiance to him as its titled head. We know that if the Czar wished to liberalize his government he would find himself hampered by his subordinate officials. But he has to bear the responsibility for the things that are done in his name, and because he has potential power

he is blamed not only for what he does but for what he doesn't do.

"This seemed to be the predicament of Mr. Rockefeller. I should not believe that he personally hired thugs or wanted them hired; I should not believe that the inhumanity of Colorado is something he had conceived. It seems far more true to say that his impersonal and half-understood power has delegated itself into unsocial forms, that it has assumed a life of its own which he is almost powerless to control. If first impressions count for anything, I should describe Mr. Rockefeller as a weak despot governed by a private bureaucracy which he is unable to lead. He has been thrust by the accident of birth into a position where he reigns but does not rule; he has assumed a title to sovereignty over a dominion which he rarely visits, about which his only source of information is the reports of men far more sophisticated and far less sensitive than he himself."

It seems to us that this is an adequate presentation of Rockefeller's position in regard to his responsibility for the Colorado situation.

The Lives They Lead!

Here in America life is extraordinarily cheap. There is almost no task so dull, so degrading or so useless but you can find plenty of human beings to do it. You can hire a man to walk up and down the avenue carrying a sign which advertises a quack dentist. You can hire rows of men for the back line of the chorus, just standing them there to fill up space. You can hire a man to sit next to the chauffeur; he is called a footman and his purpose is to make the owner of the car a bit more comfortable and a great deal more magnificent. There are women known as ladies' maids whose business it is to dress up other women. There are flunkies whose mission it is to powder their hair, put on white stockings and gold-trimmed knee-breeches and flank the threshold of great houses. It is possible to hire any number of caretakers

(Continued on Page 38.)

Official Information



GENERAL OFFICERS
OF
The UNITED BROTHERHOOD
OF
CARPENTERS and JOINERS
OF AMERICA

General Office,
Carpenters' Building, Indianapolis, Ind.

General President,
JAMES KIRBY, Carpenters' Building, Indianapolis.

General Secretary,
FRANK DUFFY, Carpenters' Building, Indianapolis.

General Treasurer,
THOMAS NEALE, Carpenters' Building, Indianapolis.

First Vice-President,
W. L. HUTCHESON, Carpenters' Building, Indianapolis.

Second Vice-President,
ARTHUR A. QUINN, 109 N. Market St., Perth
Amboy, N. J.

General Executive Board,
First District, T. M. GUERIN, 290 Second
Ave., Troy, N. Y.

Second District, D. A. POST, 416 S. Main St.,
Wilkes-Barre, Pa.

Third District, JOHN H. POTTS, 646 Mellish
Ave., Cincinnati, O.

Fourth District, JAMES P. OGLETREE, Car-
penters' Building, Indianapolis, Ind.

Fifth District, HARRY BLACKMORE, 4223
N. Market St., St. Louis, Mo.

Sixth District, W. A. COLE, 129 Henry St.,
San Francisco, Cal.

Seventh District, ARTHUR MARTEL, 1399
St. Denis, Montreal, Que., Can.

JAMES KIRBY, Chairman.

FRANK DUFFY, Secretary.

All correspondence for the General Executive
Board must be sent to the General Secretary.

--: Our Principles --:

Resolved, That we, as a body, thoroughly
approve of the objects of the American Fed-
eration of Labor and pledge ourselves to give
it our earnest and hearty support.

Union-Made Goods

Resolved, That members of this organiza-
tion should make it a rule, when purchasing
goods, to call for those which bear the trade-
mark of organized labor, and when any indi-
vidual, firm or corporation shall strike a blow
at labor organizations they are earnestly re-
quested to give that individual, firm or cor-
poration their careful consideration. No good
union man can kiss the rod that whips him.

Labor Legislation

Resolved, That it is of the greatest impor-
tance that members should vote intelligently;
hence the members of this Brotherhood shall
strive to secure legislation in favor of those
who produce the wealth of the country, and
all discussions and resolutions in that direc-
tion shall be in order at any regular meeting,
but party politics must be excluded.

Immigration

Resolved, That while we welcome to our
shores all who come with the honest intention
of becoming lawful citizens, we at the same
time condemn the present system which al-
lows the importation of destitute laborers, and
we urge organized labor everywhere to en-
deavor to secure the enactment of more strin-
gent immigration laws.

Faithful Work

Resolved, That we hold it as a sacred prin-
ciple that Trade Union men, above all others,
should set a good example as good and faith-
ful workmen, performing their duties to their
employers with honor to themselves and their
organization.

Shorter Hours of Labor

We hold a reduction of hours for a day's
work increases the intelligence and happiness
of the laborer, and also increases the demand
for labor and the price of a day's work.

Miscellaneous

We recognize that the interests of all classes
of labor are identical, regardless of occupa-
tion, nationality, religion, or color, for a
wrong done to one is a wrong done to all.

We object to prison contract labor, because
it puts the criminal in competition with
honorable labor for the purpose of cutting
down wages, and also because it helps to over-
stock the labor market.

Resolved, That we most earnestly condemn
the practice in vogue in many cities, but more
especially in the West, of advertising ficti-
tious building booms, as it has a tendency to
demoralize the trade in such localities.

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Report of General President Kirby for Quarter Ending December 31, 1914

To the Members of the General Executive Board—Greeting:

Reporting on the work of this office since the last meeting of your body will say: As delegate to the A. F. of L., I attended the convention at Philadelphia. The session lasted two weeks and a full report of same was submitted to the membership in the report of the delegates printed in the December issue of *The Carpenter*.

The matter of dispute between the Amalgamated Sheet Metal Workers and the Brotherhood of Carpenters relative to the erection of metal trim, and which was referred, as will be seen in the report of the delegates to the A. F. of L. convention (Page 26, December *Carpenter*) to President Gompers of the American Federation of Labor, President Williams of the Building Trades Department, President Hynes of the Amalgamated Sheet Metal Workers and myself. To carry out the above recommendation President Gompers called a meeting of the committee, which was held in New York City on the 6th of January. This meeting was held for the purpose of arranging a plan to take up and investigate the disputed work and, if possible, to arrange an amicable adjustment. This committee will begin its work in Chicago on February 3 and continue sessions in several cities in an effort to adjust this matter.

The last three months of 1914 were perhaps the duller months that have been experienced in the building industry for several years. Just at the time when every indication pointed to a resumption of business the affairs of the entire country were disarranged owing to the breaking out of the war in Europe. This affected the building trades, and a great many large projects which were contemplated, and some for which contracts had already been let, were cancelled with the result that members of our organization were thrown out of work. I have urged our Local Unions to use every legal means to retain their

membership and to assist those who were in need. I expect our organization will lose a great many members owing to their inability to meet their obligations. At the same time it is pleasing to note that at the opening of the new year prospects are very good for the building trades men. Many contracts have been let since January 1 and business in general is assuming a much firmer tone.

The long and bitter struggle that the members of our organization were involved in at Stockton, Cal., finally terminated in an agreement being signed between the M., M. & E. Association and the trade unions of that city. While the agreement in itself is of no great weight, it paves the way, however, for a more successful termination of the struggle, and I feel that it will be only a short time until the members of our organization, as well as the other building trades men will be enjoying the fruits of their hard-fought struggle.

Our jurisdictional differences with other organizations has principally been with the Amalgamated Sheet Metal Workers. I feel that our organization has maintained its position in this struggle. In many localities the local membership are to be congratulated upon the firm stand they have taken; yet, nevertheless, I do not hesitate to express the hope that this trouble may soon be adjusted.

Owing to the depression of the trade I have discontinued the services of nearly one-half of the organizers during the winter months. This is something I regretted very much to do. It is very easy to say yes to a man seeking employment, but discontinuing his services when there is absolutely no fault to be found with his work is altogether another proposition. Every man laid off gave a good account of himself during his term of service for this organization, but I could not see my way clear to continue the large force when there was absolutely nothing that could be done in the way of organizing members of our trade.

It will be recalled that sometime ago the Wood Carvers of America submitted

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to its membership a proposition to affiliate with the United Brotherhood. I am sorry to say that this proposition was lost by a small vote. I express the belief now, however, that in a short time their action will be reversed and they will affiliate with the United Brotherhood.

Sometime ago I reported to the Board regarding negotiations pending with the United Order of Box Makers and Sawyers of America looking toward their affiliation with the United Brotherhood. Representatives of their organization were presented with a proposition and they agreed to submit the same to their membership. To this date, however, I have absolutely no word or communication from them, and I do not know whether their promises were fulfilled or otherwise.

For many years friction has existed between two of our District Councils, namely: Providence, R. I., District Council and Pawtucket District Council. The territories of these two councils were immediately adjacent, and members working back and forth frequently became involved in each others' trade rules. After carefully investigating the situation, and looking over our past records relative to the relations between the two councils, I arrived at the conclusion that the only solution possible to bring about a permanent adjustment of these matters was the consolidation of the two councils. Instructions were given to Organizer Millette to arrange a meeting to carry out this consolidation; each local was notified, and I am pleased to say that the consolidation was effected. I am certain this will be the means of bringing the membership in that district into closer relations and do away with the unpleasant conditions that have existed heretofore.

I have in the past three months, as I have previously, endeavored to prevent our Local Unions striking indiscriminately and involving themselves continually in trouble with their employers. I do not want it to be understood that it is my desire not to aid any other organization, but I do feel that when another

organization desires assistance from the carpenters that application for same should be made to the general office. By doing this we are in a position to protect our membership as well as to take steps to bring to those asking support some practical method of adjusting the differences, and many times this has been done without the stoppage of work. I shall continue in the future, as in the past, to assist all organizations who in turn will reciprocate.

This meeting of the G. E. B. will have before it many calls for financial aid, and I caution the Board at this time to use great discretion in making appropriations to the various districts. It is absolutely impossible to organize any district unless there is work in evidence, and during the present month and the month of February very little can be done in the way of organizing work.

Trusting my work during the past quarter meets with your approval, I remain,
Fraternally,

JAMES KIRBY, General President.

Report of First General Vice-President Hutcheson for the Quarter Ending December 31, 1914

Mr. James Kirby, General President
U. B. of C. and J. of A.—Greeting:

The following is my report for the period ending December 31, 1914:

Since making my last report 188 local unions and district councils have submitted by-laws, working rules, amendments, etc., for consideration and approval. There has been 43 labels granted to new firms, and also several have been recalled, complete list of which will be found in the "Directory of Shops Using the Label of Our Brotherhood," which was issued from this office January 1, and has been distributed to all local unions and district councils.

Aside from the work in the General Office I have made several trips in the interest of our Brotherhood. In October I went to Denver, Colo., where I was able to settle a long-standing lawsuit between our organization and a former

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branch of the Amalgamated Society of Carpenters in that city, a full and detailed report of which I have previously made to you. I also attended a meeting of the State Council of Michigan, held in Grand Rapids during the month of October, wherein many matters pertaining to the welfare of our organization were considered and acted upon.

During the month of November I attended a meeting at Alexandria, La., in which the formation of the State Council was completed. Much enthusiasm was shown at this meeting and delegates were present from nearly every local union in the State.

In conformity with the action of the last General Convention of our Brotherhood I have endeavored to promote the use of our label by having lead pencils made with the label thereon. These I am endeavoring to get all local unions to purchase for distribution among their members and in this manner give our label more publicity, not only amongst the members of our organization, but the general public as well, as I am of the opinion that if we can get our general membership interested in promoting the use of our label it will materially increase the demand for products bearing same.

Extending to yourself and the membership of the United Brotherhood my very best wishes, I remain,

Fraternally yours,

WM. L. HUTCHESON,
First General Vice-President.

Report of Second Vice-President Arthur A. Quinn for Quarter Ending December 31, 1914

Philadelphia, Pa., January, 1915.

Mr. James Kirby, Gen. Pres. of the U. B. of C. and J. of A.:

Dear Sir and Brother—I herewith submit to you my report for the quarter ending December 30, 1914.

At the beginning of the quarter (October 1) I was in Indianapolis attending

the convention of the United Brotherhood. At the close of the convention I visited Cincinnati to investigate the conditions in that city relative to the strike that had prevailed in the district for some time. The result of my investigation I reported to you under date of October 4. After leaving Cincinnati I returned to New Jersey, in which State I was engaged until November 16, when I proceeded to Philadelphia to audit the books of one of the locals in that city, and on which work I am now engaged. In addition to working on the audit I desire to report that I have, on different occasions, visited Newark and Hudson county, New Jersey, in the interest of the U. B. in those districts. I made several visits to Newark to assist our business agents in their efforts to control work being done on the foundations of two large jobs in that city by members of an independent organization known as the New York Dock Builders. We were handicapped in our efforts in this direction principally on account of lack of support of other trades, notwithstanding the fact that the dock builders in question are an independent body and are not affiliated in any manner with the A. F. of L. It is of vital importance that our organization in Newark should control this work, for the reason that the city has started to develop several miles of water front along Newark Bay and to improve the meadow lands adjoining, which means the construction of numerous piers and buildings in that section within the next few years.

I also made several visits to Hudson county to advise with the D. C. relative to the enforcement of the eight-hour law on municipal, county and state work. The law was being violated on several jobs, both in the city and county, which have been forced through the activity of the D. C. to comply with the law.

Both in Philadelphia and New Jersey I found work very scarce, but the prospects for a revival of business are now brighter than they have been for some time, and our members are hopefully

awaiting a speedy return of the building industry to normal conditions.

Wishing the U. B. a prosperous new year, I am,

Fraternally yours,

ARTHUR A. QUINN,

Second Gen. V.-P. U. B. C. and J. of A.

Report on the Conferences Held With Brewery Workers and Railroad Car Workers Relative to Jurisdictional Differences.

The convention of the American Federation of Labor, held in Philadelphia, Pa., acting on resolutions introduced by the delegates from the Brotherhood of Carpenters relative to the differences existing between the Brewery Workers and the Brotherhood of Carpenters and the Carmen and the Brotherhood of Carpenters, instructed the two international organizations to hold a conference in accordance with the laws of the American Federation of Labor.

This conference was held at the Sterling Hotel, Washington, D. C., January 10 and 11. The committee appointed by G. P. Kirby to represent the United Brotherhood were: Vice-President Quinn, George R. Murray and L. H. Proske.

After quite a lengthy conference in both instances no agreement was reached and the following is the reports of the committee on the two conferences:

Washington, D. C., January 13, 1915.

Mr. James Kirby, General President U. B. of C. and J. of A., Carpenters' Building, Indianapolis, Ind.:

Dear Sir and Brother—In compliance with your instructions we, the undersigned committee, beg leave to submit the following report in reference to conference held between your committee and the Brewery Workers on January 11, at the Sterling Hotel, Washington, D. C. We met the following delegates in conference representing the Brewery Workers: Joseph Proebstle, National Secretary; Joseph Fessner, member of the Executive Board from St. Louis; John Sullivan, member of the General Executive Board, New York.

From the beginning of the conference we realized that nothing could be done to come to an amicable adjustment of the question at issue on account of the uncompromising position assumed by Mr. Proebstle, who was the spokesman of the Brewery Workers' delegation.

After discussing the question in its

various phases we, your committee, suggested that if the amount of work involved in any brewery in the repair of beer boxes would keep one or more men steadily employed, this man or men should be members of the United Brotherhood of Carpenters and Joiners of America. This proposition was rejected by Mr. Proebstle, he claiming that the men who cleaned the boxes repaired them. We then suggested that if such were the case that a committee of one from each organization should go through the brewery and ascertain the conditions. This proposition he also refused to consider, claiming he would not consider making any changes in the existing conditions, and if the Carpenters persisted in their demand to claim this work that he would advise the brewery owners to purchase metal boxes.

We reported the result of the conference to the Executive Council of the American Federation of Labor, in whose hands it now lies.

ARTHUR A. QUINN,

GEO. R. MURRAY,

L. H. PROSKE,

Committee.

Washington, D. C., January 13, 1915.

Mr. James Kirby, General President U. B. of C. and J. of A., Carpenters' Building, Indianapolis, Ind.:

Dear Sir and Brother—In compliance with your instructions we, the undersigned committee, beg leave to submit the following report in reference to conference held between your committee and the Car Workers. We met with President M. F. Ryan of the Car Workers and A. O. Wharton, President of the Railroad Employees' Department of the American Federation of Labor, at the office of the American Federation of Labor, Washington, D. C.

The contention of the Carpenters that the Car Workers were infringing upon our jurisdiction inasmuch as they laid claim to millwrights, cabinetmakers and joiners, bench and machine hands, was not denied by the Car Workers, but they claim that they have done this work and controlled it since the formation of their organization, over twenty-five years ago, and that the life of their organization depends upon their controlling all branches of the car repairing industry, and that the jurisdiction claimed by the Car Workers was understood by the Executive Council of the American Federation of Labor at the time of their admission into the American Federation of Labor.

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They refused to recede from the position taken, and seeing that nothing could be done by the further discussion of the question, we adjourned the conference and reported to the Executive Council of the American Federation of Labor that we could not agree.

ARTHUR A. QUINN,
GEO. R. MURRAY,
L. H. PROSKE,
Committee.

Report of Delegates to the Eighth Annual Convention of the American Association for Labor Legislation

Mr. James Kirby, General President United Brotherhood of Carpenters and Joiners of America:

Dear Sir and Brother—In compliance with your instructions we, the undersigned, beg leave to report that we attended the Eighth Annual Convention of the American Association for Labor Legislation, held at the Hotel Walton, Philadelphia, Pa., as the representatives of the United Brotherhood of Carpenters and Joiners of America, December 28 to 30.

The convention opened at noon Monday, preceded by a luncheon, presided over by Professor Henry R. Seager of Columbia University, who, after explaining the objects of the association, read a letter of regret from Dr. Martin Brumbaugh, governor-elect of Pennsylvania, in which he declared himself in hearty accord with the principles of workmen's compensation.

Congressman Daniel J. McGillicuddy, author of the proposed new Federal Compensation Law, was the first speaker, who gave an interesting and instructive speech on what is sought to be attained by the enactment of the new law. He was followed by John Mitchell, ex-president of the United Mine Workers—a member of the New York Compensation Commission—who spoke upon the operation of the New York law. During the course of his remarks he stated that the American Association for Labor Legislation has adopted certain standard features for compensation for injured workmen caused by industrial accidents that they were desirous of having incorporated into law in every State in the Union. He reminded the citizens of Pennsylvania that their State was surrounded by sister States whose workmen and women were enjoying the benefits of compensation laws and urged them to use their best efforts to have an adequate law enacted by the 1915 legislature.

Other speakers in favor of compensation laws were Francis Feehan, member of the commission to frame a proposed compensation law for Pennsylvania, and Wallace D. Yaple, chairman of the industrial commission of Ohio, who explained in detail the operation of the law in his State and the advantages of the commission form of administering the law over that of the courts. James H. Maurer, president of the Pennsylvania State Federation of Labor, spoke upon the necessity of the enactment of a just and adequate law for the protection of the workers of Pennsylvania, and emphasized the necessity of the law being so administered that the compensation would be received in full by those whom the law sought to protect. Several other speakers followed, after which the convention adjourned until 8 o'clock in the evening, at which time they convened to discuss the problem of unemployment and the means of preventing its periodic recurrence.

Very interesting talks were made on this question by Robert G. Valentine, industrial counselor, chairman of the Massachusetts Committee of Association of Unemployment, and by John F. Tobin, general president of the Boot and Shoe Workers' International Union, who had for his subject, "The Workers." He gave an interesting and instructive talk on the advance work being done by trade unions to relieve distress and to prevent unemployment.

He was followed by Norris L. Cooke, director of public works of Philadelphia; John Price Jackson, commissioner of labor and industry of Pennsylvania, and Meyer London, congressman-elect of New York City. Each of these gentlemen spoke upon the city, State and nation in the order mentioned, giving their views as to the steps to be taken by the city, State and nation to solve the problem of unemployment and to make employment more reliable and permanent in the seasonal trades.

Tuesday's session was taken up with discussing the problems of Unemployment, Industrial Hygiene, Woman's Work, Enforcement of Labor Laws, One-Day-Rest in Seven and Social Insurance. These different questions were discussed by John B. Andrews, secretary of the association; Irene O. Andrews, assistant secretary; Juliet S. Poyntz and Frank O'Hara of the Catholic University.

Many other speakers discussed these questions with the result that the association decided to start a national educational campaign, designed to procure legislative action providing compulsory sickness insurance, which will protect

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wage-workers earning less than \$100 a month when unable to follow their trade or calling on account of sickness.

This new departure was strenuously opposed by the representatives of the insurance companies, who see in it the adoption by the different States of State insurance, which will eventually mean the elimination of the casualty insurance companies.

The following is the tentative plan of sickness insurance as submitted to the convention by Secretary Andrews. It was adopted without change:

—Sickness Insurance Principles—

The nine provisional principles for compulsory sickness insurance for wage workers, as adopted yesterday by the association, are as follows:

1. To be effective, sickness insurance should be compulsory, on the basis of joint contributions of employer and employe and the public.

2. The compulsory insurance should include all wage workers earning less than a given annual sum, where employed with sufficient regularity to make it practicable to compute and collect assessments. Casual and home workers should, as far as practicable, be included within the plan and scope of the compulsory system.

3. There should be a voluntary supplementary system for groups of persons (wage workers or others) who for practical reasons are kept out of the compulsory system.

4. Sickness insurance should provide for a specified period only, provisionally set at twenty-six weeks (one-half a year), but a system of invalidity insurance should be combined with sickness insurance, so that all disability due to disease will be taken care of in one law, although the funds should be separate.

5. Sickness insurance on the compulsory plan should be carried by mutual local funds, jointly managed by employers and employes, under public supervision. In large cities such locals may be organized by trades, with a federated bureau for the medical relief. Establishment funds and existing mutual sick funds may be permitted to carry the insurance, where their existence does not injure the local funds, but they must be under strict government supervision.

6. Invalidity insurance should be carried by funds covering a larger geographical area, comprising the districts of a number of local sickness insurance funds. The administration of the invalidity fund should be intimately associated with that of the local sickness funds and on a representative basis.

7. Both sickness and invalidity insurance should include medical service, supplies, necessary nursing and hospital care. Such provision should be thoroughly adequate, but

its organization may be left to the local societies, under strict governmental control.

8. Cash benefits should be provided for both invalidity and sickness insurance for the insured or his dependents during such disability.

9. It is highly desirable that prevention may be emphasized, so that the introduction of a compulsory sickness and invalidity insurance system shall lead to a campaign of health conservation similar to the safety movement resulting from workmen's compensation.

Hoping that our report is satisfactory, we remain,

Faternally yours,

ARTHUR A. QUINN,
DANIEL A. POST.

Localities to Be Avoided

Owing to the pending trade movements, building depression and other causes, carpenters are requested to stay away from the following places:

Ann Arbor, Mich.	Clinton, Ia.
Akron, O.	Columbia, S. C.
Albany, N. Y.	Columbus, O.
Alton, Ill.	Concordia, Kan.
Arcadia, Fla.	Conway, Ark.
Asheville, N. C.	Commerce, Tex.
Ashland, Ky.	Corpus Christi, Tex.
Athens, Tex.	Corsicana, Tex.
Atlanta, Ga.	Cullman, Ala.
Atlantic City, N. J.	Danville, Ill.
Augusta, Ga.	Dayton, O.
Aurora, Ill.	Decatur, Ill.
Austin, Tex.	Denison, Tex.
Baltimore, Md.	Denver, Colo.
Barre, Vt.	Detroit, Mich.
Battle Creek, Mich.	Dixon, Ill.
Bay City, Tex.	Dubuque, Ia.
Beacon, N. Y.	Duluth, Minn.
Binghamton, N. Y.	Edmonton, Can.
Birmingham, Ala.	El Centro, Cal.
Bisbee, Ariz.	Electra, Tex.
Blackwell, Okla.	Elmira, N. Y.
Bloomington, Ill.	E. St. Louis, Ill.
Boise, Idaho.	El Paso, Tex.
Boone, Ia.	Escanaba, Mich.
Boston, Mass.	Evansville, Ind.
Brainerd, Minn.	Fargo, N. D.
Brenham, Tex.	Fond du Lac, Wis.
Brownwood, Tex.	Fort Lauderdale, Fla.
Buffalo, N. Y.	Fort Myers, Fla.
Calgary, Can.	Fort Wayne, Ind.
Canton, O.	Framingham, Mass.
Cedar Rapids, Ia.	Fremont, Neb.
Central City, Ky.	French Lick, Ind.
Charleston, W. Va.	Fresno, Cal.
Charlotte, N. C.	Fulton, N. Y.
Chattanooga, Tenn.	Galveston, Tex.
Chicago, Ill.	Gardner, Mass.
Clarksville, Tenn.	Gary, Ind.
Cleveland, O.	Grand Forks, N. D.

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Granite City, Ill.	Norfolk, Va.	Terre Haute, Ind.	Watertown, N. Y.
Great Falls, Mont.	Northampton, Mass.	Titusville, Fla.	Watertown, S. D.
Greeley, Colo.	North Bend, Ore.	Toronto, Can.	Washington, D. C.
Halifax, N. S.	Norwood, O.	Trenton, N. J.	Welland Canal Zone.
Hamilton, O.	Oakland, Cal.	Tri-Cities—Davenport,	West Frankfort, Ill.
Hammond, Ind.	O'Fallon, Ill.	Ia.: Rock Island	West Palm Beach, Fla.
Hazleton, Pa.	Oklahoma City, Okla.	and Moline, Ill.	White Plains, N. Y.
Hillsboro, Tex.	Omaha, Neb.	Troy, N. Y.	Whitney, Tex.
Holyoke, Mass.	Ossining, N. Y.	Tulsa, Okla.	Wichita Falls, Tex.
Hot Springs, Ark.	Ottawa, Can.	Urbana-Champaign, Ill.	Wilkes-Barre, Pa.
Houston, Tex.	Palestine, Tex.	Vancouver, B. C.	Wilmington, N. C.
Huntington, L. I., N. Y.	Parsons, Kan.	Victoria, Tex.	Wilmington, Del.
Hutchinson, Kan.	Passiac, N. J.	Waco, Tex.	Winnipeg, Can.
Indianapolis, Ind.	Paterson, N. J.	Waterbury, Conn.	Worcester, Mass.
Ithaca, N. Y.	Peekskill, N. Y.	Yonkers, N. Y.	
Jacksonville, Fla.	Peoria, Ill.		
Jacksonville, Tex.	Phoenix, Ariz.		
Jamestown, N. Y.	Pittsburgh, Pa.		
Jasonville, Ind.	Pittsfield, Mass.		
Joliet, Ill.	Palm Beach, Fla.		
Joplin, Mo.	Poughkeepsie, N. Y.		
Kansas City, Mo.	Portland, Me.		
Kenosha, Wis.	Portland, Ore.		
Kincaid, Ill.	Pottsville, Pa.		
Kissimmee, Fla.	Pueblo, Colo.		
Klamath Falls, Ore.	Racine, Wis.		
Lewiston, Mont.	Reno, Nev.		
Lakeland, Fla.	Red Banks, N. J.		
Leadville, Colo.	Regina, Can.		
Lexington, Ky.	Richmond, Cal.		
Little Rock, Ark.	Richmond, Va.		
London, Ont., Can.	Robstown, Tex.		
Long Beach, Cal.	Rochdale, Tex.		
Los Angeles, Cal.	Rochester, N. Y.		
Louisville, Ky.	Rockford, Ill.		
Macon, Ga.	Rock Springs, Wyo.		
Marietta, O.	San Antonio, Tex.		
Marinette, Wis.	San Diego, Cal.		
Marshalltown, Ia.	Salt Lake City, Utah.		
Maryville, Tenn.	San Francisco, Cal.		
Mason City, Ia.	Schenectady, N. Y.		
Medicine Hat, Can.	Shreveport, La.		
Medina, N. Y.	Sioux City, Ia.		
Memphis, Tenn.	St. Augustine, Fla.		
Miami, Ariz.	St. Catharines, Ont.		
Milwaukee, Wis.	St. Cloud, Minn.		
Minneapolis, Minn.	St. Joseph, Mo.		
Minot, N. D.	St. Paul, Minn.		
Mobile, Ala.	St. Petersburg, Fla.		
Montreal, Can.	St. Louis, Mo.		
Morris, Ill.	Seattle, Wash.		
Mount Kisco, N. Y.	Saskatoon, Sask., Can.		
Moose Jaw, Sask., Can.	Savannah, Ga.		
Mount Carmel, Ill.	Scranton, Pa.		
Mowbride, S. D.	Sioux City, Ia.		
Mount Vernon, N. Y.	Smithtown, L. I.		
Newark, N. J.	South Omaha, Neb.		
New Bedford, Mass.	Springfield, Ill.		
Newburgh, N. Y.	Springfield, Mass.		
New Castle, Pa.	Springfield, O.		
New Canaan, Conn.	Stamford, Conn.		
New Orleans, La.	Syracuse, N. Y.		
Newport News, Va.	Tacoma, Wash.		
Newport, R. I.	Tampa, Fla.		
New York City.	Teague, Tex.		
Niagara Falls, N. Y.	Temple, Tex.		

List of Local Unions Chartered

Panama, Ill.	Hurst, Ill.
Bridgeville, Pa.	Drumright, Okla.
Mt. Pleasant, Pa.	Canyon, Tex.
Rock Island, Ill. (cabinet makers and millmen).	
Total, 7 local unions.	

The Lives They Lead!

(Continued from Page 30.)

for empty houses, bell-hops to fetch for you, even mourners to mourn for you.

Every city is full of women whose lives are gray with emptiness, who sit for hours looking out of the window, who rock their chairs and gossip, and long for the excitement which never comes. Unloved and unloving, and tragically unused, the world seems to have passed them by. Our cities are full of those caricatured homes, the close, curtained boarding houses to which people come from the day's drudgery to the evening's depression, the thousands of hall bedrooms in which hope dies and lives the ghost of itself in baseball scores and in movies, in the funny page and in Beatrice Fairfax, in purchased romance and in stunted reflections of the music-hall.—The New Republic.

What Dooley Thinks of Secretary Daniels' Order

"They must ate their hardtack an' salt horse with nawthin' to dilute it sthronger thin th' hateful ilimint that floats their ship. Be hivins' askin' a sailor man to dhrink wather is like askin' a railroad injineer to ate th' right iv way."

General Vote for Officers

OF THE

**United Brotherhood of Carpenters
and Joiners of America**

The Carpenter

REPORT OF COMMITTEE ON TABULATING THE VOTE FOR GENERAL OFFICERS

Indianapolis, Ind., January 23, 1915.
Mr. James Kirby, General President
United Brotherhood of C. and J. of A.,
General Office:

Dear Sir and Brother—The Tabulating Committee elected at the Eighteenth General Convention to compile the vote for the general officers met at the National Headquarters on the morning of December 15, 1914, and organized. Thos. Gilmore was elected president and E. H. Neal secretary. In compliance with Section 24 of the General Constitution we respectfully submit our finding.

The official returns were given into our charge by General Secretary Duffy with the envelopes unopened. Some of these envelopes contained checks, bank drafts and financial reports which were turned over to General Secretary Duffy. In this connection we respectfully suggest that the financial officers of the Local Unions conduct their official business through other channels than in the official election return envelopes, which the General Secretary is not permitted to open.

The following named candidates were elected:

James Kirby	.....	General President
Wm. L. Hutcheson	...	1st Gen. Vice-Pres.
Arthur Quinn	.....	2d Gen. Vice-Pres.
Frank Duffy	.....	General Secretary
Thomas Neale	.....	General Treasurer
T. M. Guerin	.....	G. E. B., District 1
D. A. Post	.....	G. E. B., District 2
John H. Potts	.....	G. E. B., District 3
James P. Ogletree	....	G. E. B., District 4
Harry Blackmore	....	G. E. B., District 5
W. A. Cole	.....	G. E. B., District 6
Arthur Martel	.....	G. E. B., District 7

After due consideration the committee decided not to allow the vote of Local Union 231 to stand, as the returns gave a uniform vote of 55 to each general officer, while the ballots gave 85, thereby defeating "the intent of the voter," whose

interest is protected by Section 24 of the General Constitution. The recording secretary stated under date of January 5 and over the seal of the Local Union, "that two members had crossed all the rest of the candidates that were not voted for."

By mutual consent the ballots of Local Union 676 were disallowed for the same reason as stated above. An explanation was asked and the reply received stated that "the tellers had found four ballots that were left in the hat after it was over."

The returns of Local Union 373 displayed a cross mark after the names of the first five candidates, while the ballots showed eleven votes cast. As these returns did not voice "the intent of the voter," they were marked defective.

The vote of Local Union 755 was set aside, as but one vote had been recorded for each candidate. "Fifty-seven members voted aye to this proposition and none against," according to a written statement upon the official return sheet.

Local Union 1687 cast 28 votes jointly for the two candidates for the General Executive Board from the First District and 36 for the two candidates from the Seventh District. This Local Union had but twenty members in good standing in November.

The following returns were blank:

Local Union 845, Local Union 1477, Local Union 1711, Local Union 2547, Local Union 2549, Local Union 2634.

By order of the committee note is made that Local Union 575 was notified of the error in their official returns, but request for a reply was ignored.

A large number of locals did not specify the date of election. Blank affidavits were sent in each case, many of which were returned without being properly attested by a notary. All of these locals are specified below.

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—The Vote—

For General President.

James Kirby38,759

For First General Vice-President.

William L. Hutcheson38,144

For Second General Vice-President.

Arthur A. Quinn.....37,837

For General Secretary.

Frank Duffy38,340

For General Treasurer.

Thomas Neale37,656

—For Members of the G. E. B.—

First District.

T. M. Guerin.....28,981

Walter S. McPherson.....11,952

Second District.

D. A. Post.....36,445

Third District.

John H. Potts.....36,662

Fourth District.

James P. Ogletree.....36,815

Fifth District.

Harry Blackmore36,553

Sixth District.

W. A. Cole.....36,234

Seventh District.

Arthur Martel31,675

R. Lynch 8,672

Respectfully submitted,

THE TABULATING COMMITTEE,

THOS. GILMORE, President;

JULIUS SCHARNEK,

W. E. HEMSELL,

FRANK DAVISSON,

E. H. NEAL, Secretary.

RESULT OF VOTE FOR GENERAL OFFICERS.

LOCAL UNION NUMBER	General Executive Board							General President	1st General Vice-Pres.	2nd General Vice-Pres.	General Secretary	General Treasurer	1st District	2nd District	3rd District	4th District	5th District	6th District	7th District	R. LYNCH
1.....	739	315	27	34	146	471	457	385	250	739	315	24	32	145	417	427	135	135	423	189
2.....	315	27	34	146	471	457	46	195	90	315	28	33	15	12	20	22	86	84	209	73
3.....	27	34	146	471	457	46	44	15	11	12	34	32	20	143	34	45	86	84	17	10
4.....	34	146	471	457	46	44	44	20	15	32	32	32	15	145	20	45	86	84	17	17
5.....	146	471	457	46	44	44	44	117	34	143	146	146	117	145	20	45	86	84	130	19
6.....	21	21	21	21	21	21	21	287	2	20	20	20	2	20	20	22	86	84	11	11
7.....	21	21	21	21	21	21	21	287	161	420	38	34	2	20	20	22	86	84	110	110
8.....	28	30	30	30	30	30	30	44	2	46	46	46	44	45	45	45	86	84	45	2
9.....	44	46	46	46	46	46	46	44	3	46	46	46	3	46	45	45	86	84	45	2
10.....	...	...	...	...	...	...	...	141	65	...	...	...	65	...	...	...	86	84	151	53
11.....	...	...	...	...	...	...	...	48	35	...	...	...	35	...	...	...	86	84	75	19
12.....	102	91	112	112	112	112	99	76	20	89	89	84	20	89	84	84	86	84	85	18
13.....	135	135	135	135	135	135	135	107	26	135	135	135	26	135	135	135	135	135	105	27
14.....	30	30	30	30	30	30	29	27	4	30	30	30	4	30	30	30	32	31	29	2
15.....	32	32	32	32	32	32	31	29	6	31	31	31	6	31	31	31	32	31	31	2
16.....	33	31	30	30	30	30	27	21	10	29	29	28	10	29	28	28	28	28	23	8
17.....	17	17	17	17	17	17	16	9	6	14	14	16	6	14	16	15	13	15	10	6
18.....	18	13	13	13	13	13	13	12	1	13	13	13	1	13	13	13	13	13	13	...
19.....	70	69	66	66	66	69	66	58	23	66	66	65	23	66	66	66	63	66	71	13

LOCAL UNION NUMBER	General Executive Board							R. LYNCH						
	General President	1st General Vice-Pres.	2nd General Vice-Pres.	General Secretary	General Treasurer	1st District	2nd District	3rd District	4th District	5th District	6th District	7th District		
	JAMES KIRBY	WILLIAM L. HUTCHESON	ARTHUR A. QUINN	FRANK DUFFY	THOMAS NEALE	T. M. GUERIN	WALTER S. McPHERSON	D. A. POST	JOHN H. POTTS	JAMES P. OGLETREE	HARRY BLACKMORE	WILLIAM A. COLE	ARTHUR MARTEL	
20.....	25	24	22	23	23	12	10	23	21	20	20	19	15	
21.....	26	26	26	26	26	25	1	26	26	26	26	26	26	
22.....	122	120	121	110	121	130	21	120	120	122	120	123	118	
23.....	38	32	33	33	33	39	4	31	29	29	32	31	30	
24.....	70	70	68	66	68	53	11	66	67	65	64	64	50	
25.....	83	83	80	78	76	62	19	80	79	80	80	79	78	
26.....	53	53	53	55	53	65	2	51	48	50	50	50	55	
27.....	19	15	17	18	16	14	16	14	15	14	16	11	23	
28.....	40	40	35	39	37	30	13	39	35	37	34	33	28	
29.....	42	42	42	42	42	24	18	42	42	42	42	42	31	
30.....	138	136	131	138	138	175	30	127	129	126	124	121	172	
31.....	49	45	49	50	49	26	30	46	51	49	44	45	38	
32.....	123	123	123	123	123	105	18	123	123	123	123	123	80	
33.....	9	14	13	13	13	7	12	13	13	13	13	13	18	
34.....	45	44	42	45	45	22	22	44	42	44	43	43	38	
35.....	24	19	18	23	20	21	8	21	17	16	17	16	17	
36.....	43	41	42	42	42	37	6	41	42	40	42	40	42	
37.....	17	17	17	17	17	13	3	17	17	17	17	17	14	
38.....	32	31	31	32	32	30	2	30	30	31	29	29	28	
39.....	90	88	89	90	87	80	8	88	88	88	86	86	73	

LOCAL UNION NUMBER	General Executive Board									
	General President	1st General Vice-Pres.	2nd General Vice-Pres.	General Secretary	General Treasurer	1st District	2nd District	3rd District	4th District	5th District
	JAMES KIRBY	WILLIAM L. HUTCHESON	ARTHUR A. QUINN	FRANK DUFFY	THOMAS NEALE	T. M. GUERIN	WALTER S. McPHERSON	D. A. POST	JOHN H. POTTS	JAMES P. OGLETHREE
										HARRY BLACKMORE
										WILLIAM A. COLE
										ARTHUR MARTEL
										R. LYNCH
67.....	61	58	55	57	53	69	5	53	52	51
68.....	13	13	13	15	14	7	8	13	15	13
69.....	47	47	47	47	47	39	8	47	47	47
70.....	29	30	30	31	33	40	3	25	27	27
71.....	37	38	38	38	38	34	5	36	36	37
72.....	114	112	109	109	105	65	57	107	100	101
73.....	179	150	146	153	147	118	48	143	145	174
74.....	12	12	12	13	10	13	..	12	12	12
75.....	57	56	56	56	57	49	8	56	55	55
76.....	17	16	16	16	17	18	..	16	16	16
77.....	156	156	155	154	155	166	..	153	153	153
78.....	71	71	71	71	71	166	..	71	71	71
79.....	125	110	109	109	109	165	36	106	104	104
80.....	28	28	28	26	24	12	17	19	23	21
81.....	24	24	24	24	24	16	7	23	23	23
82.....	12	12	12	12	12	6	6	11	11	11
83.....	17	17	17	17	17	4	13	17	17	17
84.....	121	111	115	110	109	81	31	95	94	94
85.....	71	68	69	73	65	35	43	61	60	59
86.....	27	28	27	27	28	20	8	28	29	27
87.....										
88.....										
89.....										

LOCAL UNION NUMBER	General Executive Board													
	General President	1st General Vice-Pres.	2nd General Vice-Pres.	General Secretary	General Treasurer	1st District	2nd District	3rd District	4th District	5th District	6th District	7th District		
	JAMES KIRBY	WILLIAM L. HUTCHESON	ARTHUR A. QUINN	FRANK DUFFY	THOMAS NEALE	T. M. GUERIN	WALTER S. McPHERSON	D. A. POST	JOHN H. POTTS	JAMES P. OGLETREE	HARRY BLACKMORE	WILLIAM A. COLE	ARTHUR MARTEL	R. LYNCH
162.....	16	15	15	15	15	16	15	16	15	16	16	18	23	10
163.....	11	9	10	6	11	8	2	10	10	10	10	10	7	3
164.....	39	39	39	39	39	28	11	39	39	39	39	39	34	5
165.....	112	108	96	94	110	65	31	97	88	92	96	92	72	26
167.....	214	214	214	214	214	214	...	214	214	214	214	214	214	...
168.....	54	53	53	54	52	19	33	52	51	51	51	50	50	2
169.....	76	77	78	78	77	48	31	74	75	75	75	72	49	30
170.....	10	10	10	10	10	7	3	9	10	10	10	10	10	1
171.....	59	60	59	59	59	35	23	58	58	57	57	54	43	14
172.....	32	31	32	31	31	30	1	30	31	30	31	29	28	3
174.....	77	75	77	77	71	37	31	76	73	75	72	72	59	12
175.....	33	33	33	32	33	19	14	34	32	33	33	32	18	15
176.....	16	16	16	15	16	8	8	16	16	16	16	14	11	6
177.....	154	152	154	155	148	133	35	143	142	137	136	135	100	43
178.....	21	21	21	21	21	20	1	21	21	21	21	21	21	...
179.....	61	62	62	62	62	50	12	56	58	59	58	57	48	10
180.....	25	23	23	23	22	16	7	21	22	21	22	21	16	6
181.....	542	542	542	542	542	202	271	542	542	542	542	542	330	120
182.....	81	80	61	81	81	58	23	78	78	76	74	75	43	38
183.....	58	59	58	60	59	38	16	55	57	54	53	51	38	12

LOCAL UNION NUMBER	General Executive Board									
	General President	1st General Vice-Pres.	2nd General Vice-Pres.	General Secretary	General Treasurer	1st District	2nd District	3rd District	4th District	5th District
291.....	JAMES KIRBY	WILLIAM L. HUTCHESON	ARTHUR A. QUINN	FRANK DUFFY	THOMAS NEALE	T. M. GUERIN	WALTER S. McPHERSON	D. A. POST	JOHN H. POTTS	JAMES P. OGLETREE
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291.....	JAMES KIRBY	WILLIAM L. HUTCHESON	ARTHUR A. QUINN	FRANK DUFFY	THOMAS NEALE	T. M. GUERIN	WALTER S. McPHERSON	D. A. POST	JOHN H. POTTS	JAMES P. OGLETREE
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291.....	JAMES KIRBY	WILLIAM L. HUTCHESON	ARTHUR A. QUINN	FRANK DUFFY	THOMAS NEALE	T. M. GUERIN	WALTER S. McPHERSON	D. A. POST	JOHN H. POTTS	JAMES P. OGLETREE
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291.....	JAMES KIRBY	WILLIAM L. HUTCHESON	ARTHUR A. QUINN	FRANK DUFFY	THOMAS NEALE	T. M. GUERIN	WALTER S. McPHERSON	D. A. POST	JOHN H. POTTS	JAMES P. OGLETREE
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291.....	JAMES KIRBY	WILLIAM L. HUTCHESON	ARTHUR A. QUINN	FRANK DUFFY	THOMAS NEALE	T. M. GUERIN	WALTER S. McPHERSON	D. A. POST	JOHN H. POTTS	JAMES P. OGLETREE
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291.....	JAMES KIRBY	WILLIAM L. HUTCHESON	ARTHUR A. QUINN	FRANK DUFFY	THOMAS NEALE	T. M. GUERIN	WALTER S. McPHERSON	D. A. POST	JOHN H. POTTS	JAMES P. OGLETREE
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291.....	JAMES KIRBY	WILLIAM L. HUTCHESON	ARTHUR A. QUINN	FRANK DUFFY	THOMAS NEALE	T. M. GUERIN	WALTER S. McPHERSON	D. A. POST	JOHN H. POTTS	JAMES P. OGLETREE
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291.....	JAMES KIRBY	WILLIAM L. HUTCHESON	ARTHUR A. QUINN	FRANK DUFFY	THOMAS NEALE	T. M. GUERIN	WALTER S. McPHERSON	D. A. POST	JOHN H. POTTS	JAMES P. OGLETREE
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LOCAL UNION NUMBER	General Executive Board													
	General President	1st General Vice-Pres.	2nd General Vice-Pres.	General Secretary	General Treasurer	1st District	2nd District	3rd District	4th District	5th District	6th District	7th District	R. LYNCH	
	JAMES KIRBY	WILLIAM L. HUTCHESON	ARTHUR A. QUINN	FRANK DUFFY	THOMAS NEALE	T. M. GUERIN	WALTER S. McPHERSON	D. A. POST	JOHN H. POTTS	JAMES P. OGLETREE	HARRY BLACKMORE	WILLIAM A. COLE	ARTHUR MARTEL	
346.....	14	13	14	14	13	9	5	14	14	14	14	14	12	2
348.....	12	12	12	12	12	2	6	10	11	10	10	9	7	2
349.....	..	..	..	..	..	32	1	..	..	..	..	..	35	1
350.....	36	35	34	34	33	21	13	36	34	32	31	32	21	12
351.....	17	12	11	15	12	..	18	8	9	10	8	8	15	3
352.....	24	25	25	24	24	18	6	24	23	24	24	24	22	3
355.....	91	89	90	91	90	130	2	80	82	82	82	81	99	12
356.....	1	1	2	1	..	3	15	..	2	..	..	..	6	12
357.....	26	26	26	26	26	7	18	25	25	25	25	25	10	16
358.....	8	8	8	8	8	3	5	8	8	8	8	8	4	4
359.....	176	176	176	176	176	176	..	176	176	176	176	176	176	..
360.....	22	22	22	25	22	8	15	21	21	19	18	18	16	7
361.....	55	51	48	46	49	38	27	49	48	47	45	47	37	20
362.....	36	36	37	37	37	37	15	36	36	37	37	36	25	11
363.....	23	23	23	23	23	6	12	18	18	18	17	16	14	4
364.....	18	18	18	17	17	12	6	18	18	18	17	16	14	4
365.....	24	23	23	22	24	12	12	23	24	23	23	22	16	6
367.....	31	31	32	32	30	22	8	30	31	30	31	29	25	4
369.....	33	34	34	34	33	28	6	32	32	31	32	32	30	4
370.....	17	17	17	17	17	12	5	17	17	17	17	17	16	..

LOCAL UNION NUMBER	General Executive Board						
	General President	1st General Vice-Pres.	2nd General Vice-Pres.	General Secretary	General Treasurer	1st District	2nd District
541.....	JAMES KIRBY	WILLIAM L. HUTCHESON	ARTHUR A. QUINN	FRANK DUFFY	THOMAS NEALE	T. M. GUERIN	WALTER S. McPHERSON
542.....							D. A. POST
543.....							JOHN H. POTTS
548.....							JAMES P. OGLETREE
549.....							HARRY BLACKMORE
550.....							WILLIAM A. COLE
553.....							ARTHUR MARTEL
555.....							R. LYNCH
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LOCAL UNION NUMBER	General Executive Board						
	General President	1st General Vice-Pres.	2nd General Vice-Pres.	General Secretary	General Treasurer	1st District	2nd District
622.....	JAMES KIRBY	WILLIAM L. HUTCHESON	ARTHUR A. QUINN	FRANK DUFFY	THOMAS NEALE	T. M. GUERIN	WALTER S. McPHERSON
624.....							D. A. POST
625.....							JOHN H. POTTS
626.....							JAMES P. OGLETHREE
627.....							HARRY BLACKMORE
628.....							WILLIAM A. COLE
629.....							ARTHUR MARTEL
630.....							R. LYNCH
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LOCAL UNION NUMBER	General Executive Board									
	General President	1st General Vice-Pres.	2nd General Vice-Pres.	General Secretary	General Treasurer	1st District	2nd District	3rd District	4th District	5th District
648.....	JAMES KIRBY	WILLIAM L. HUTCHESON	ARTHUR A. QUINN	FRANK DUFFY	THOMAS NEALE	T. M. GUERIN	WALTER S. McPHERSON	D. A. POST	JOHN H. POTTS	JAMES P. OGLETREE
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648.....	JAMES KIRBY	WILLIAM L. HUTCHESON	ARTHUR A. QUINN	FRANK DUFFY	THOMAS NEALE	T. M. GUERIN	WALTER S. McPHERSON	D. A. POST	JOHN H. POTTS	JAMES P. OGLETREE
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648.....	JAMES KIRBY	WILLIAM L. HUTCHESON	ARTHUR A. QUINN	FRANK DUFFY	THOMAS NEALE	T. M. GUERIN	WALTER S. McPHERSON	D. A. POST	JOHN H. POTTS	JAMES P. OGLETREE
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648.....	JAMES KIRBY	WILLIAM L. HUTCHESON	ARTHUR A. QUINN	FRANK DUFFY	THOMAS NEALE	T. M. GUERIN	WALTER S. McPHERSON	D. A. POST	JOHN H. POTTS	JAMES P. OGLETREE
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648.....	JAMES KIRBY	WILLIAM L. HUTCHESON	ARTHUR A. QUINN	FRANK DUFFY	THOMAS NEALE	T. M. GUERIN	WALTER S. McPHERSON	D. A. POST	JOHN H. POTTS	JAMES P. OGLETREE
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648.....	JAMES KIRBY	WILLIAM L. HUTCHESON	ARTHUR A. QUINN	FRANK DUFFY	THOMAS NEALE	T. M. GUERIN	WALTER S. McPHERSON	D. A. POST	JOHN H. POTTS	JAMES P. OGLETREE
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648.....	JAMES KIRBY	WILLIAM L. HUTCHESON	ARTHUR A. QUINN	FRANK DUFFY	THOMAS NEALE	T. M. GUERIN	WALTER S. McPHERSON	D. A. POST	JOHN H. POTTS	JAMES P. OGLETREE
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648.....	JAMES KIRBY	WILLIAM L. HUTCHESON	ARTHUR A. QUINN	FRANK DUFFY	THOMAS NEALE	T. M. GUERIN	WALTER S. McPHERSON	D. A. POST	JOHN H. POTTS	JAMES P. OGLETREE
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648.....	JAMES KIRBY	WILLIAM L. HUTCHESON	ARTHUR A. QUINN	FRANK DUFFY	THOMAS NEALE	T. M. GUERIN	WALTER S. McPHERSON	D. A. POST	JOHN H. POTTS	JAMES P. OGLETREE
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648.....	JAMES KIRBY	WILLIAM L. HUTCHESON	ARTHUR A. QUINN	FRANK DUFFY	THOMAS NEALE	T. M. GUERIN	WALTER S. McPHERSON	D. A. POST	JOHN H. POTTS	JAMES P. OGLETREE
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LOCAL UNION NUMBER	General Executive Board													
	General President	1st General Vice-Pres.	2nd General Vice-Pres.	General Secretary	General Treasurer	1st District	2nd District	3rd District	4th District	5th District	6th District	7th District	R. LYNCH	
	JAMES KIRBY	WILLIAM L. HUTCHESON	ARTHUR A. QUINN	FRANK DUFFY	THOMAS NEALE	T. M. GUERIN	WALTER S. McPHERSON	D. A. POST	JOHN H. POTTS	JAMES P. OGLETREE	HARRY BLACKMORE	WILLIAM A. COLE	ARTHUR MARTEL	
683.....	41	38	38	39	34	37	5	36	31	34	34	31	42	1
685.....	32	32	32	32	32	28	4	32	32	32	32	32	32	...
688.....	17	17	17	17	17	...	15	17	17	17	17	17	18	3
690.....	19	19	19	19	19	6	3	19	19	19	19	19	18	1
691.....	24	25	25	24	25	25	...	25	24	24	24	24	23	2
692.....	29	27	27	27	27	19	10	26	21	27	25	23	22	9
693.....	11	11	11	11	11	...	13	9	9	9	9	9	9	1
696.....	23	22	23	23	22	15	8	23	22	23	22	22	18	7
698.....	25	27	24	25	26	22	10	22	22	24	24	23	16	2
699.....	8	8	8	8	8	2	7	8	8	7	6	6	3	7
700.....	13	13	13	13	13	13	...	12	13	13	13	13	13	9
701.....	43	44	43	43	41	18	35	42	42	41	42	40	21	...
703.....	24	23	23	25	23	6	16	17	22	20	18	19	18	31
705.....	26	26	26	26	25	14	12	25	25	25	25	24	25	2
706.....	11	11	11	11	9	7	2	10	11	10	11	9	9	1
707.....	76	76	76	76	76	69	4	76	76	76	76	76	66	...
708.....	27	26	27	27	29	...	27	26	27	26	27	27	24	7
709.....	12	12	12	12	12	5	7	12	12	12	12	12	12	5
710.....	25	24	26	23	24	13	14	25	23	24	25	20	13	1
711.....	7	7	7	7	7	4	4	7	7	7	7	7	5	3

LOCAL UNION NUMBER	General Executive Board						
	General President	1st General Vice-Pres.	2nd General Vice-Pres.	General Secretary	General Treasurer	1st District	2nd District
712.....	49	48	49	50	48	46	7
713.....	29	29	29	28	27	27	5
714.....	76	76	76	76	76	67	8
715.....	33	33	33	32	33	13	18
716.....	33	33	41	41	40	39	2
717.....	41	41	33	32	33	8	2
718.....	79	78	80	82	78	71	8
719.....	15	15	15	15	15	11	4
720.....	15	15	16	16	16	8	8
721.....	16	16	16	17	16	6	1
722.....	7	7	7	7	7	7	1
723.....	71	71	71	71	71	71	1
724.....	33	32	33	33	33	23	13
725.....	11	11	11	11	11	1	10
726.....	11	11	11	11	11	10	10
727.....	30	28	29	29	29	15	13
728.....	99	100	103	98	102	44	1
729.....	60	63	61	62	53	102	24
730.....	68	69	69	69	68	44	69
731.....	15	15	14	15	15	...	4
732.....	19	22	22	21	22	8	12
733.....	22	23	21	20	18	7	15
734.....	10	10	10	10	10	7	3
JAMES KIRBY							
WILLIAM L. HUTCHESON							
ARTHUR A. QUINN							
FRANK DUFFY							
THOMAS NEALE							
T. M. GUERIN							
WALTER S. McPHERSON							
D. A. POST							
JOHN H. POTTS							
JAMES P. OGLETREE							
HARRY BLACKMORE							
WILLIAM A. COLE							
ARTHUR MARTEL							
R. LYNCH							

LOCAL UNION NUMBER

LOCAL UNION NUMBER

LOCAL UNION NUMBER	General President	1st General Vice-Pres.	2nd General Vice-Pres.	General Secretary	General Treasurer	General Executive Board								
						1st District	2nd District	3rd District	4th District	5th District	6th District	7th District		
	JAMES KIRBY	WILLIAM L. HUTCHESON	ARTHUR A. QUINN	FRANK DUFFY	THOMAS NEALE	T. M. GUERIN	WALTER S. McPHERSON	D. A. POST	JOHN H. POTTS	JAMES P. OGLETREE	HARRY BLACKMORE	WILLIAM A. COLE	ARTHUR MARTEL	R. LYNCH
746.....	27	27	27	28	27	27	1	24	26	25	25	24	25	1
747.....	22	32	32	32	32	31	1	32	32	32	32	32	23	9
748.....	15	15	15	15	14	3	10	14	14	14	15	14	10	3
750.....	74	73	73	73	72	67	6	73	73	73	73	73	70	4
751.....	39	39	37	38	36	34	3	39	38	37	38	38	37	1
757.....	17	17	18	17	18	7	9	17	16	16	17	16	15	1
762.....	22	24	22	22	22	13	12	22	22	22	21	19	16	4
765.....	19	17	18	19	17	10	9	17	18	15	16	14	13	4
768.....	15	15	15	16	15	13	1	15	15	16	15	14	14	5
769.....	34	33	32	34	32	20	15	29	29	28	29	28	32	2
771.....	15	15	15	15	15	14	1	15	15	15	15	15	14	1
772.....	28	27	27	27	26	23	3	26	26	26	26	26	16	9
775.....	30	29	29	30	28	25	34	35	35	29	29	30	27	3
777.....	39	38	39	38	38	5	34	35	35	33	32	33	26	9
778.....	20	21	19	20	20	9	14	20	20	20	21	21	16	7
779.....	27	27	27	21	26	21	5	27	27	27	26	27	17	10
781.....	29	28	29	29	27	13	15	27	26	26	26	26	17	11
782.....	19	19	19	23	19	13	4	15	16	26	15	14	8	6
783.....	27	22	21	23	21	16	8	19	18	17	20	13	16	1
784.....	8	8	8	8	8	1	7	8	8	8	8	8	8	...

LOCAL UNION NUMBER	General Executive Board						
	General President	1st General Vice-Pres.	2nd General Vice-Pres.	General Secretary	General Treasurer	1st District	2nd District
785.....	JAMES KIRBY	WILLIAM L. HUTCHESON	ARTHUR A. QUINN	FRANK DUFFY	THOMAS NEALE	T. M. GUERIN	WALTER S. McPHERSON
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LOCAL UNION NUMBER	General Executive Board													
	General President	1st General Vice-Pres.	2nd General Vice-Pres.	General Secretary	General Treasurer	1st District	2nd District	3rd District	4th District	5th District	6th District	7th District	R. LYNCH	
	JAMES KIRBY	WILLIAM L. HUTCHESON	ARTHUR A. QUINN	FRANK DUFFY	THOMAS NEALE	T. M. GUERIN	WALTER S. McPHERSON	D. A. POST	JOHN H. POTTS	JAMES P. OGLETREE	HARRY BLACKMORE	WILLIAM A. COLE	ARTHUR MARTEL	
855.....	8	18	18	18	18	2	7	18	18	19	18	17	4	2
856.....	53	53	53	53	53	14	4	52	52	52	52	52	17	2
859.....	13	13	11	14	12	56	1	11	11	11	10	11	55	...
860.....	23	21	22	23	22	2	15	22	22	22	22	23	12	2
864.....	14	11	14	13	12	15	7	22	22	22	22	23	21	2
866.....	18	18	18	16	17	...	15	12	12	12	12	11	13	4
868.....	10	10	10	10	10	15	4	18	18	18	17	18	15	4
871.....	70	70	70	70	70	8	2	10	10	10	10	10	10	...
872.....	18	18	18	18	18	36	34	70	70	70	70	70	41	29
874.....	8	9	9	9	9	16	2	18	18	18	18	18	6	10
876.....	88	86	86	88	86	4	5	9	9	10	10	10	7	3
877.....	25	23	21	23	20	83	6	86	87	87	88	86	84	2
878.....	39	41	41	40	40	9	27	23	23	21	21	21	20	15
879.....	28	28	28	28	28	40	...	40	40	40	40	40	27	9
883.....	17	16	16	17	16	22	6	28	28	28	28	28	25	2
884.....	11	11	11	11	11	9	15	16	16	16	16	16	11	15
885.....	11	11	11	11	11	...	11	10	10	10	10	10	6	4
887.....	8	10	11	11	11	5	6	11	11	11	11	10	7	4
888.....	31	29	27	29	29	16	15	32	29	28	37	27	29	2
890.....	14	14	14	14	14	8	2	14	14	14	14	14	11	1

LOCAL UNION NUMBER

	General Executive Board							General President	1st General Vice-Pres.	2nd General Vice-Pres.	General Secretary	General Treasurer							
	1st District	2nd District	3rd District	4th District	5th District	6th District	7th District												
	JAMES KIRBY	WILLIAM L. HUTCHESON	ARTHUR A. QUINN	FRANK DUFFY	THOMAS NEALE	T. M. GUERIN	WALTER S. McPHERSON	D. A. POST	JOHN H. POTTS	JAMES P. OGLETREE	HARRY BLACKMORE	WILLIAM A. COLE	ARTHUR MARTEL	R. LYNCH					
891.....	25	24	25	25	25	13	12	25	25	23	25	25	13	10					
894.....	65	65	65	65	65	65	...	65	65	65	65	65	65	...					
897.....	18	18	18	18	18	18	1	18	18	18	18	18	17	2					
898.....	13	13	...	13	13	13	...	13	13	13	13	13	13	...					
899.....	31	31	31	29	31	8	22	31	31	31	31	31	25	5					
900.....	9	9	9	9	9	9	3	...	9	9	9	9	9	...					
901.....	...	...	...	...	...	31	17	...	...	...	...	...	32	13					
902.....	6	6	...	6	6	1	7	6	...	9	6	6	7	1					
903.....	9	9	9	9	9	5	4	9	9	9	9	9	9	3					
905.....	14	14	13	13	11	7	4	13	13	14	12	13	11	...					
908.....	8	8	8	8	8	8	...	8	8	8	8	8	8	...					
911.....	17	17	17	17	17	11	...	17	17	17	17	18	14	3					
912.....	15	15	15	15	15	2	13	15	15	15	15	15	14	1					
915.....	7	7	7	7	7	...	7	7	7	7	7	7	7	...					
916.....	48	47	48	47	48	33	18	44	44	43	43	44	42	...					
917.....	18	19	19	19	16	17	2	19	19	19	17	18	10	8					
920.....	35	36	36	36	34	36	...	30	30	29	30	29	26	8					
921.....	17	17	17	17	17	5	12	14	11	13	14	13	12	5					
922.....	10	11	10	11	10	7	1	8	10	9	10	8	7	1					
925.....	8	8	7	8	8	5	3	8	8	8	8	8	7	1					

LOCAL UNION NUMBER

LOCAL UNION NUMBER	General Executive Board							General President	1st General Vice-Pres.	2nd General Vice-Pres.	General Secretary	General Treasurer	1st District		2nd District	3rd District	4th District	5th District	6th District	7th District	R. LYNCH
1158.....	20	21	20	22	19	12	10	22	20	22	20	22	20	19	20	20	22	20	19	20	1
1160.....	10	10	10	10	10	10	...	10	10	10	10	10	10	10	10	10	10	10	10	10	...
1162.....	9	9	9	9	9	9	...	9	9	9	9	9	9	9	9	9	9	9	9	9	1
1163.....	11	11	11	11	11	4	7	11	11	11	11	11	11	11	11	11	11	11	11	11	3
1168.....	19	19	19	19	19	18	1	19	19	19	19	19	19	19	19	19	19	19	19	19	1
1171.....	11	11	11	11	11	9	2	11	11	11	11	11	11	11	11	11	11	11	11	11	2
1172.....	27	28	26	28	28	11	4	23	22	22	22	22	22	23	22	22	23	23	23	20	3
1173.....	23	23	23	23	23	6	17	5	6	5	6	6	6	6	6	6	6	6	6	18	5
1174.....	8	9	9	9	8	4	6	9	9	9	9	9	9	9	9	9	9	9	9	5	4
1176.....	34	34	34	34	33	21	12	32	32	32	32	32	32	32	32	32	32	32	32	29	4
1178.....	27	27	27	27	27	27	10	27	27	27	27	27	27	27	27	27	27	27	27	15	12
1179.....	9	9	9	9	9	9	3	9	9	9	9	9	9	9	9	9	9	9	9	7	2
1180.....	13	13	13	16	13	5	12	10	11	10	11	11	11	8	5	5	8	8	8	9	6
1183.....	9	8	9	9	9	2	7	9	9	9	9	9	9	9	9	9	9	9	9	7	2
1184.....	14	14	14	14	14	7	5	14	14	14	14	14	14	14	14	14	14	14	14	11	1
1185.....	10	10	10	10	10	1	8	10	10	10	10	10	10	10	10	10	10	10	10	10	1
1186.....	15	16	16	16	16	11	5	15	15	15	15	15	15	15	15	15	15	15	15	13	3
1187.....	19	18	16	20	19	11	8	20	20	20	20	20	20	20	20	20	20	20	20	17	5
1188.....	24	24	24	24	24	21	2	23	23	23	23	23	23	23	23	23	23	23	23	14	9
1191.....	71	71	71	71	71	61	11	71	71	71	71	71	71	71	71	71	71	71	71	61	8

LOCAL UNION NUMBER	General Executive Board									
	General President	1st General Vice-Pres.	2nd General Vice-Pres.	General Secretary	General Treasurer	1st District	2nd District	3rd District	4th District	5th District
1192.....	JAMES KIRBY	WILLIAM L. HUTCHESON	ARTHUR A. QUINN	FRANK DUFFY	THOMAS NEALE	T. M. GUERIN	WALTER S. McPHERSON	D. A. POST	JOHN H. POTTS	JAMES P. OGLETREE
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LOCAL UNION NUMBER	General Executive Board						
	General President	1st General Vice-Pres.	2nd General Vice-Pres.	General Secretary	General Treasurer	1st District	2nd District
1239.....	JAMES KIRBY	WILLIAM L. HUTCHESON	ARTHUR A. QUINN	FRANK DUFFY	THOMAS NEALE	T. M. GUERIN	WALTER S. McPHERSON
1241.....							D. A. POST
1243.....							JOHN H. POTTS
1244.....							JAMES P. OGLETREE
1247.....							HARRY BLACKMORE
1248.....							WILLIAM A. COLE
1249.....							ARTHUR MARTEL
1252.....							R. LYNCH
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LOCAL UNION NUMBER

LOCAL UNION NUMBER	General Executive Board												
	General President	1st General Vice-Pres.	2nd General Vice-Pres.	General Secretary	General Treasurer	1st District	2nd District	3rd District	4th District	5th District	6th District	7th District	
R. LYNCH	JAMES KIRBY	WILLIAM L. HUTCHESON	ARTHUR A. QUINN	FRANK DUFFY	THOMAS NEALE	T. M. GUERIN	WALTER S. McPHERSON	D. A. POST	JOHN H. POTTS	JAMES P. OGLETREE	HARRY BLACKMORE	WILLIAM A. COLE	ARTHUR MARTEL
	1278.....	16	16	16	16	9	9	16	16	16	17	16	13
	1279.....	10	10	10	9	...	...	...	...	...	10	...	...
	1280.....	9	8	8	9	5	3	9	9	8	8	...	...
	1282.....	7	7	7	7	5	2	6	7	6	7	7	5
	1283.....	16	12	12	16	13	...	10	9	10	9	15	14
	1286.....	11	11	11	11	9	...	11	10	11	9	11	14
	1287.....	34	32	33	33	16	...	31	33	32	30	28	22
	1289.....	12	12	12	12	16	18	11	12	12	12	12	14
	1292.....	21	21	21	21	20	1	21	21	21	20	21	19
	1293.....	23	24	23	24	9	16	23	23	23	22	23	14
	1295.....	69	70	70	70	53	17	70	69	69	68	68	45
	1297.....	18	17	17	17	16	3	18	18	18	18	17	19
	1302.....	7	7	7	7	7	...	7	7	7	7	7	7
	1305.....	72	72	72	72	85	1	72	72	72	72	72	86
	1307.....	75	72	73	72	75	38	70	72	72	72	72	72
1308.....	19	19	19	19	19	10	18	18	18	18	18	13	
1312.....	45	45	45	45	45	45	45	45	45	45	45	45	
1313.....	23	23	22	21	31	...	21	21	21	22	22	11	
1314.....	29	29	29	30	31	12	30	29	29	29	29	29	
1315.....	7	6	7	7	7	4	7	7	7	7	7	5	

LOCAL UNION NUMBER	General Executive Board													
	General President	1st General Vice-Pres.	2nd General Vice-Pres.	General Secretary	General Treasurer	1st District	2nd District	3rd District	4th District	5th District	6th District	7th District	R. LYNCH	
	JAMES KIRBY	WILLIAM L. HUTCHESON	ARTHUR A. QUINN	FRANK DUFFY	THOMAS NEALE	T. M. GUERIN	WALTER S. McPHERSON	D. A. POST	JOHN H. POTTS	JAMES P. OGLETREE	HARRY BLACKMORE	WILLIAM A. COLE		ARTHUR MARTEL
1317.....	33	34	34	34	33	20	12	34	33	33	33	31	14	17
1319.....	31	31	31	31	31	12	17	29	29	29	28	30	19	9
1320.....	8	7	6	7	6	5	1	6	6	8	6	5	7	3
1325.....	15	14	14	14	15	14	9	13	13	13	13	16	19	..
1326.....	9	9	9	9	9	8	1	9	9	9	9	9	9	1
1327.....	28	28	29	29	27	28	1	..	28	27	28	27	28	..
1328.....	9	9	8	9	9	8	1	9	9	9	9	9	8	1
1329.....	33	35	35	33	34	21	16	35	35	35	32	31	26	1
1330.....	14	14	14	14	14	9	..	14	14	14	14	14	13	1
1335.....	13	14	14	14	14	1	13	14	14	14	14	14	7	..
1338.....	25	25	25	25	25	25	..	25	25	25	25	25	25	3
1339.....	16	16	15	16	16	13	3	16	16	16	16	14	12	1
1341.....	10	10	10	10	10	5	5	10	10	10	10	10	9	..
1345.....	14	14	14	14	14	10	4	14	14	14	14	14	13	1
1347.....	78	78	78	78	78	23	57	78	78	78	78	78	36	45
1350.....	21	22	22	22	20	24	1	22	22	22	21	21	24	1
1351.....	10	10	10	9	10	5	5	10	10	10	10	10	8	1
1352.....	38	37	36	38	34	28	3	37	38	38	36	38	40	1
1354.....	25	23	24	25	24	16	4	24	23	22	23	23	16	1
1355.....	18	18	18	18	18	9	10	18	18	18	18	18	9	10

LOCAL UNION NUMBER	General Executive Board									
	General President	1st General Vice-Pres.	2nd General Vice-Pres.	General Secretary	General Treasurer	1st District	2nd District	3rd District	4th District	5th District
1539.....	JAMES KIRBY	WILLIAM L. HUTCHESON	ARTHUR A. QUINN	FRANK DUFFY	THOMAS NEALE	T. M. GUERIN	WALTER S. McPHERSON	D. A. POST	JOHN H. POTTS	JAMES P. OGLETTREE
1541.....										
1544.....										
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1546.....										
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1565.....										
1568.....										
1571.....										
1573.....										
1575.....										
1576.....										
1580.....										
1582.....										
1539.....	10	10	10	10	10	8	2	10	10	10
1541.....	23	23	23	23	23	6	17	23	23	23
1544.....	12	12	12	12	12	12	...	12	12	12
1545.....	12	12	12	12	12	12	...	12	12	12
1546.....	12	12	12	12	12	...	...	12	12	12
1547.....	16	16	16	16	16	...	...	15	15	...
1548.....	54	53	55	53	54	44	16	51	48	...
1553.....	9	9	9	9	9	5	4	9	9	...
1554.....	11	14	12	14	13	11	2	13	13	...
1555.....	23	6	6	23	22	22	...	14	16	...
1558.....	11	11	11	11	11	10	1	11	11	...
1563.....	36	35	35	36	35	19	15	36	36	...
1565.....	37	36	31	36	36	37	11	37	41	...
1568.....	30	29	28	28	27	19	34	29	27	...
1571.....	10	10	9	10	9	2	8	10	10	...
1573.....	6	4	5	5	5	...	7	4	4	...
1575.....	6	6	6	8	7	1	4	1	1	...
1576.....	6	7	7	6	7	7	...	7	7	...
1580.....	6	6	6	6	6	5	1	6	6	...
1582.....	61	61	59	60	57	36	30	59	62	...
1539.....	10	10	10	10	10	8	2	10	10	10
1541.....	23	23	23	23	23	6	17	23	23	23
1544.....	12	12	12	12	12	12	...	12	12	12
1545.....	12	12	12	12	12	12	...	12	12	12
1546.....	12	12	12	12	12	...	...	12	12	12
1547.....	16	16	16	16	16	...	...	15	15	...
1548.....	54	53	55	53	54	44	16	51	48	...
1553.....	9	9	9	9	9	5	4	9	9	...
1554.....	11	14	12	14	13	11	2	13	13	...
1555.....	23	6	6	23	22	22	...	14	16	...
1558.....	11	11	11	11	11	10	1	11	11	...
1563.....	36	35	35	36	35	19	15	36	36	...
1565.....	37	36	31	36	36	37	11	37	41	...
1568.....	30	29	28	28	27	19	34	29	27	...
1571.....	10	10	9	10	9	2	8	10	10	...
1573.....	6	4	5	5	5	...	7	4	4	...
1575.....	6	6	6	8	7	1	4	1	1	...
1576.....	6	7	7	6	7	7	...	7	7	...
1580.....	6	6	6	6	6	5	1	6	6	...
1582.....	61	61	59	60	57	36	30	59	62	...
1539.....	10	10	10	10	10	8	2	10	10	10
1541.....	23	23	23	23	23	6	17	23	23	23
1544.....	12	12	12	12	12	12	...	12	12	12
1545.....	12	12	12	12	12	12	...	12	12	12
1546.....	12	12	12	12	12	...	...	12	12	12
1547.....	16	16	16	16	16	...	...	15	15	...
1548.....	54	53	55	53	54	44	16	51	48	...
1553.....	9	9	9	9	9	5	4	9	9	...
1554.....	11	14	12	14	13	11	2	13	13	...
1555.....	23	6	6	23	22	22	...	14	16	...
1558.....	11	11	11	11	11	10	1	11	11	...
1563.....	36	35	35	36	35	19	15	36	36	...
1565.....	37	36	31	36	36	37	11	37	41	...
1568.....	30	29	28	28	27	19	34	29	27	...
1571.....	10	10	9	10	9	2	8	10	10	...
1573.....	6	4	5	5	5	...	7	4	4	...
1575.....	6	6	6	8	7	1	4	1	1	...
1576.....	6	7	7	6	7	7	...	7	7	...
1580.....	6	6	6	6	6	5	1	6	6	...
1582.....	61	61	59	60	57	36	30	59	62	...
1539.....	10	10	10	10	10	8	2	10	10	10
1541.....	23	23	23	23	23	6	17	23	23	23
1544.....	12	12	12	12	12	12	...	12	12	12
1545.....	12	12	12	12	12	12	...	12	12	12
1546.....	12	12	12	12	12	...	...	12	12	12
1547.....	16	16	16	16	16	...	...	15	15	...
1548.....	54	53	55	53	54	44	16	51	48	...
1553.....	9	9	9	9	9	5	4	9	9	...
1554.....	11	14	12	14	13	11	2	13	13	...
1555.....	23	6	6	23	22	22	...	14	16	...
1558.....	11	11	11	11	11	10	1	11	11	...
1563.....	36	35	35	36	35	19	15	36	36	...
1565.....	37	36	31	36	36	37	11	37	41	...
1568.....	30	29	28	28	27	19	34	29	27	...
1571.....	10	10	9	10	9	2	8	10	10	...
1573.....	6	4	5	5	5	...	7	4	4	...
1575.....	6	6	6	8	7	1	4	1	1	...
1576.....	6	7	7	6	7	7	...	7	7	...
1580.....	6	6	6	6	6	5	1	6	6	...
1582.....	61	61	59	60	57	36	30	59	62	...

LOCAL UNION NUMBER	General Executive Board									
	General President	1st General Vice-Pres.	2nd General Vice-Pres.	General Secretary	General Treasurer	1st District				
1583.....	JAMES KIRBY	WILLIAM L. HUTCHESON	ARTHUR A. QUINN	FRANK DUFFY	THOMAS NEALE	T. M. GUERIN	WALTER S. McPHERSON	D. A. POST	JOHN H. POTTS	JAMES P. OGLETREE
1584.....										
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1586.....										
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1796.....										
1797.....										
1798.....										

LOCAL UNION NUMBER	General Executive Board									
	General President	1st General Vice-Pres.	2nd General Vice-Pres.	General Secretary	General Treasurer	1st District	2nd District	3rd District	4th District	5th District
1661.....	17	17	16	16	15	13	9	15	16	17
1665.....	33	33	33	33	33	27	33	33	33	33
1666.....	21	22	20	23	20	6	21	21	21	20
1667.....	23	23	23	23	23	5	23	23	23	18
1668.....	25	25	24	25	25	22	22	22	22	19
1669.....	9	9	9	9	9	4	9	9	9	3
1670.....	18	18	18	18	17	17	18	18	18	17
1671.....	36	36	36	36	36	10	36	36	36	13
1674.....	18	19	19	19	19	...	11	18	19	18
1675.....	8	8	8	8	8	8	8	8	8	17
1682.....	1	2	3	10	3	...	...	2	1	8
1684.....	50	50	50	50	50	50	50	50	50	12
1689.....	27	28	26	26	26	5	26	28	26	50
1692.....	13	13	14	14	14	9	14	14	13	7
1697.....	15	15	15	15	15	3	15	15	15	9
1699.....	35	35	35	35	34	34	35	35	35	10
1702.....	9	9	9	9	8	...	9	9	9	35
1709.....	9	9	8	8	9	5	9	9	9	7
1710.....	11	11	11	11	11	9	11	11	11	9
1712.....	4	5	5	2	4	3	4	3	5	5
	JAMES KIRBY	WILLIAM L. HUTCHESON	ARTHUR A. QUINN	FRANK DUFFY	THOMAS NEALE	T. M. GUERIN	WALTER S. McPHERSON	D. A. POST	JOHN H. POTTS	JAMES P. OGLETREE
										HARRY BLACKMORE
										WILLIAM A. COLE
										ARTHUR MARTEL
										R. LYNCH
1661.....	17	17	16	16	15	13	5	9	15	16
1665.....	33	33	33	33	33	27	9	33	33	33
1666.....	21	22	20	23	20	6	17	21	21	20
1667.....	23	23	23	23	23	5	16	23	23	18
1668.....	25	25	24	25	25	22	2	22	22	19
1669.....	9	9	9	9	9	4	5	9	9	3
1670.....	18	18	18	18	17	17	1	18	17	13
1671.....	36	36	36	36	36	10	26	36	36	34
1674.....	18	19	19	19	19	...	19	18	18	17
1675.....	8	8	8	8	8	8	...	8	8	8
1682.....	1	2	3	10	3	...	2	2	2	12
1684.....	50	50	50	50	50	50	...	50	50	50
1689.....	27	28	26	26	26	5	21	28	26	7
1692.....	13	13	14	14	14	9	4	14	13	9
1697.....	15	15	15	15	15	3	12	15	15	3
1699.....	35	35	35	35	34	34	...	35	35	10
1702.....	9	9	9	9	8	...	9	9	9	35
1709.....	9	9	8	8	9	5	4	9	9	7
1710.....	11	11	11	11	11	9	4	11	11	9
1712.....	4	5	5	2	4	3	2	4	3	5

LOCAL UNION NUMBER	General Executive Board												
	General President	1st General Vice-Pres.	2nd General Vice-Pres.	General Secretary	General Treasurer	1st District	2nd District	3rd District	4th District	5th District	6th District	7th District	
JAMES KIRBY	119	118	119	123	116	83	17	119	120	117	116	116	78
1790.....	20	19	19	21	19	11	8	17	19	17	17	17	16
1791.....	16	16	16	16	16	11	5	16	16	16	16	16	16
1794.....	10	10	9	10	10	7	3	9	9	9	10	10	7
1797.....	17	17	17	17	4	12	16	16	16	16	16	16	15
1799.....	8	8	8	8	8	5	3	8	8	8	7	5	5
1804.....	18	18	17	18	18	6	10	16	16	16	15	8	8
1805.....	32	32	31	32	32	20	12	32	32	32	30	24	24
1807.....	24	23	24	24	23	20	4	21	22	20	21	23	23
1811.....	8	8	8	8	8	3	5	8	8	8	7	8	1
1813.....	15	15	14	15	14	7	13	15	15	15	15	2	13
1817.....	..	..	..	..	..	1	6	..	..	..	..	2	..
1826.....	13	13	13	13	13	13	..	..	..	..	..	13	..
1821.....	62	60	61	62	62	35	30	61	60	60	13	13	..
1824.....	9	8	8	9	8	11	3	9	9	9	60	50	12
1829.....	8	8	8	8	8	5	3	8	8	8	8	6	2
1830.....	22	22	22	22	22	21	1	22	22	22	22	22	..
1831.....	16	16	16	16	16	9	7	16	16	16	16	13	3
1832.....	11	11	11	11	11	5	6	11	11	11	11	6	5
1833.....	32	32	32	33	31	11	24	31	30	32	31	23	12
1835.....													
WILLIAM L. HUTCHESON	118	118	119	123	116	83	17	119	120	117	116	116	78
1790.....	20	19	19	21	19	11	8	17	19	17	17	17	16
1791.....	16	16	16	16	16	11	5	16	16	16	16	16	16
1794.....	10	10	9	10	10	7	3	9	9	9	10	10	7
1797.....	17	17	17	17	4	12	16	16	16	16	16	16	15
1799.....	8	8	8	8	8	5	3	8	8	8	7	5	5
1804.....	18	18	17	18	18	6	10	16	16	16	15	8	8
1805.....	32	32	31	32	32	20	12	32	32	32	30	24	24
1807.....	24	23	24	24	23	20	4	21	22	20	21	23	23
1811.....	8	8	8	8	8	3	5	8	8	8	7	8	1
1813.....	15	15	14	15	14	7	13	15	15	15	15	2	13
1817.....	..	..	..	..	..	1	6	..	..	..	..	2	..
1826.....	13	13	13	13	13	13	..	..	..	..	..	13	..
1821.....	62	60	61	62	62	35	30	61	60	60	13	13	..
1824.....	9	8	8	9	8	11	3	9	9	9	60	50	12
1829.....	8	8	8	8	8	5	3	8	8	8	8	6	2
1830.....	22	22	22	22	22	21	1	22	22	22	22	22	..
1831.....	16	16	16	16	16	9	7	16	16	16	16	13	3
1832.....	11	11	11	11	11	5	6	11	11	11	11	6	5
1833.....	32	32	32	33	31	11	24	31	30	32	31	23	12
1835.....													
ARTHUR A. QUINN	119	118	119	123	116	83	17	119	120	117	116	116	78
1790.....	20	19	19	21	19	11	8	17	19	17	17	17	16
1791.....	16	16	16	16	16	11	5	16	16	16	16	16	16
1794.....	10	10	9	10	10	7	3	9	9	9	10	10	7
1797.....	17	17	17	17	4	12	16	16	16	16	16	16	15
1799.....	8	8	8	8	8	5	3	8	8	8	7	5	5
1804.....	18	18	17	18	18	6	10	16	16	16	15	8	8
1805.....	32	32	31	32	32	20	12	32	32	32	30	24	24
1807.....	24	23	24	24	23	20	4	21	22	20	21	23	23
1811.....	8	8	8	8	8	3	5	8	8	8	7	8	1
1813.....	15	15	14	15	14	7	13	15	15	15	15	2	13
1817.....	..	..	..	..	..	1	6	..	..	..	..	2	..
1826.....	13	13	13	13	13	13	..	..	..	..	..	13	..
1821.....	62	60	61	62	62	35	30	61	60	60	13	13	..
1824.....	9	8	8	9	8	11	3	9	9	9	60	50	12
1829.....	8	8	8	8	8	5	3	8	8	8	8	6	2
1830.....	22	22	22	22	22	21	1	22	22	22	22	22	..
1831.....	16	16	16	16	16	9	7	16	16	16	16	13	3
1832.....	11	11	11	11	11	5	6	11	11	11	11	6	5
1833.....	32	32	32	33	31	11	24	31	30	32	31	23	12
1835.....													
WALTER S. McPHERSON	118	118	119	123	116	83	17	119	120	117	116	116	78
1790.....	20	19	19	21	19	11	8	17	19	17	17	17	16
1791.....	16	16	16	16	16	11	5	16	16	16	16	16	16
1794.....	10	10	9	10	10	7	3	9	9	9	10	10	7
1797.....	17	17	17	17	4	12	16	16	16	16	16	16	15
1799.....	8	8	8	8	8	5	3	8	8	8	7	5	5
1804.....	18	18	17	18	18	6	10	16	16	16	15	8	8
1805.....	32	32	31	32	32	20	12	32	32	32	30	24	24
1807.....	24	23	24	24	23	20	4	21	22	20	21	23	23
1811.....	8	8	8	8	8	3	5	8	8	8	7	8	1
1813.....	15	15	14	15	14	7	13	15	15	15	15	2	13
1817.....	..	..	..	..	..	1	6	..	..	..	..	2	..
1826.....	13	13	13	13	13	13	..	..	..	..	..	13	..
1821.....	62	60	61	62	62	35	30	61	60	60	13	13	..
1824.....	9	8	8	9	8	11	3	9	9	9	60	50	12
1829.....	8	8	8	8	8	5	3	8	8	8	8	6	2
1830.....	22	22	22	22	22	21	1	22	22	22	22	22	..
1831.....	16	16	16	16	16	9	7	16	16	16	16	13	3
1832.....	11	11	11	11	11	5	6	11	11	11	11	6	5
1833.....	32	32	32	33	31	11	24	31	30	32	31	23	12
1835.....													
JOHN H. POTTS	118	118	119	123	116	83	17	119	120	117	116	116	78
1790.....	20	19	19	21	19	11	8	17	19	17	17	17	16
1791.....	16	16	16	16	16	11	5	16	16	16	16	16	16
1794.....	10	10	9	10	10	7	3	9	9	9	10	10	7
1797.....	17	17	17	17	4	12	16	16	16	16	16	16	15
1799.....	8	8	8	8	8	5	3	8	8	8	7	5	5
1804.....	18	18	17	18	18	6	10	16	16	16	15	8	8
1805.....	32	32	31	32	32	20	12	32	32	32	30	24	24
1807.....	24	23	24	24	23	20	4	21	22	20	21	23	23
1811.....	8	8	8	8	8	3	5	8	8	8	7	8	1
1813.....	15	15	14	15	14	7	13	15	15	15	15	2	13
1817.....	..	..	..	..	..	1	6	..	..	..	..	2	..
1826.....	13	13	13	13	13	13	..	..	..	..	..	13	..
1821.....	62	60	61	62	62	35	30	61	60	60	13	13	..
1824.....	9	8	8	9	8	11	3	9	9	9	60	50	12
1829.....	8	8	8	8	8	5	3	8	8	8	8	6	2
1830.....	22	22	22	22	22	21	1	22	22	22	22	22	..
1831.....	16	16	16	16	16	9	7	16	16	16	16	13	3
1832.....	11	11	11	11	11	5	6	11	11	11	11	6	5
1833.....	32	32	32	33	31	11	24	31	30	32	31	23	12
1835.....													
JAMES P. OGLETREE	118	118	119	123	116	83	17	119	120	117	116	116	78
1790.....	20	19	19	21	19	11	8	17	19	17	17	17	16
1791.....	16	16	16	16	16	11	5	16	16	16	16	16	16
1794.....	10	10	9	10	10	7	3	9	9	9	10	10	7
1797.....	17	17	17	17	4	12	16	16	16	16	16	16	15
1799.....	8	8	8	8	8	5	3	8	8	8	7	5	5
1804.....	18	18	17	18	18	6	10	16	16	16	15	8	8
1805.....	32	32	31	32	32	20	12	32	32	32	30	24	24
1807.....	24	23	24	24	23	20	4	21	22	20	21	23	23
1811.....	8	8	8	8	8	3	5	8	8	8	7	8	1
1813.....	15	15	14	15	14	7	13	15	15	15	15	2	13
1817.....	..	..	..	..	..	1	6	..	..	..	..	2	..
1826.....	13	13	13	13	13	13	..	..	..	..	..	13	..
1821.....	62	60	61	62	62	35	30	61	60	60	13	13	..
1824.....	9	8	8	9	8	11</							

LOCAL UNION NUMBER	General Executive Board													
	General President	1st General Vice-Pres.	2nd General Vice-Pres.	General Secretary	General Treasurer	1st District		2nd District	3rd District	4th District	5th District	6th District	7th District	
	JAMES KIRBY	WILLIAM L. HUTCHESON	ARTHUR A. QUINN	FRANK DUFFY	THOMAS NEALE	T. M. GUERIN	WALTER S. McPHERSON	D. A. POST	JOHN H. POTTS	JAMES P. OGLETHREE	HARRY BLACKMORE	WILLIAM A. COLE	ARTHUR MARTEL	R. LYNCH
1836.....	18	18	18	18	18	13	5	18	18	18	18	18	17	1
1839.....	10	10	9	10	10	...	10	10	10	10	10	10	9	1
1841.....	12	12	12	12	12	...	8	12	12	12	11	11	10	2
1848.....	9	9	9	9	9	5	4	9	9	9	9	9	6	3
1856.....	42	40	40	40	40	13	29	40	41	40	40	40	37	5
1858.....	15	15	15	14	14	8	6	15	15	15	10	15	13	1
1859.....	7	7	7	7	7	4	3	7	7	7	7	7	5	2
1865.....	13	13	13	13	13	3	10	13	13	13	13	13	4	6
1867.....	...	...	...	...	...	2	6	...	...	...	...	...	8	7
1868.....	51	33	33	52	52	31	22	50	51	51	52	50	37	14
1873.....	14	14	14	14	14	9	5	13	13	13	14	14	12	1
1874.....	33	33	33	31	32	27	8	34	34	33	33	34	25	9
1875.....	8	8	8	8	8	...	8	8	8	8	8	8	8	...
1877.....	8	8	8	8	8	8	...	8	8	8	7	6	8	...
1878.....	10	10	10	10	10	5	5	10	10	10	10	9	4	6
1879.....	30	30	29	30	28	13	17	25	30	26	27	29	27	3
1880.....	4	4	4	4	4	4	...	4	4	4	4	4	4	...
1883.....	9	10	10	10	10	5	4	10	10	10	10	10	9	...
1884.....	8	8	8	8	8	6	2	8	8	8	8	8	5	...
1885.....	33	33	33	33	32	28	5	32	32	31	31	32	32	1

SIGNATURE OF PRESIDENT MISSING.

LOCAL UNION NUMBER	General Executive Board													
	General President	1st General Vice-Pres.	2nd General Vice-Pres.	General Secretary	General Treasurer	1st District	2nd District	3rd District	4th District	5th District	6th District	7th District		
166.....	10	9	10	9	10	13	2	11	10	12	10	9	7	9
753.....	29	29	29	29	29	24	4	29	29	29	29	29	25	3
	39	38	39	38	39	87	6	40	39	41	39	38	32	12
	JAMES KIRBY	WILLIAM L. HUTCHESON	ARTHUR A. QUINN	FRANK DUFFY	THOMAS NEALE	T. M. GUERIN	WALTER S. MCPHERSON	D. A. POST	JOHN H. POTTS	JAMES P. OGLETREE	HARRY BLACKMORE	WILLIAM A. COLE	ARTHUR MARTEL	R. LYNCH

SIGNATURE OF RECORDING SECRETARY MISSING.

LOCAL UNION NUMBER													
1246.....	13	13	13	13	13	2	11	13	13	13	13	13	18
JAMES KIRBY	WILLIAM L. HUTCHESON		ARTHUR A. QUINN		FRANK DUFFY		THOMAS NEALE		T. M. GUERIN		WALTER S. McPHERSON		D. A. POST
	1st General Vice-Pres.		2nd General Vice-Pres.		General Secretary		General Treasurer		1st District		2nd District		3rd District
	4th District		5th District		6th District		7th District		R. LYNCH				

UNSIGNED BY TELLERS.

LOCAL UNION NUMBER	General Executive Board													
	General President	1st General Vice-Pres.	2nd General Vice-Pres.	General Secretary	General Treasurer	1st District	2nd District	3rd District	4th District	5th District	6th District	7th District		
	JAMES KIRBY	WILLIAM L. HUTCHESON	ARTHUR A. QUINN	FRANK DUFFY	THOMAS NEALE	T. M. GUERIN	WALTER S. McPHERSON	D. A. POST	JOHN H. POTTS	JAMES P. OGLETREE	HARRY BLACKMORE	WILLIAM A. COLE	ARTHUR MARTEL	R. LYNCH
1073.....	..	..	..	..	..	30	31	..	..	..	..	..	38	23
1460.....	11	11	11	11	11	11	11	11	11	11	11	11	11	11
1882.....	10	10	9	9	10	2	10	10	10	10	10	10	13	..
2528.....	33	32	32	32	32	22	9	32	30	32	31	31	28	5
	54	53	52	52	53	65	61	53	51	53	52	52	90	39

THE FOLLOWING DID NOT BEAR THE SEAL AS REQUIRED BY SECTION 24 OF THE CONSTITUTION.

LOCAL UNION NUMBER	General Executive Board							General President	1st General Vice-Pres.	2nd General Vice-Pres.	General Secretary	General Treasurer	T. M. GUERIN	WALTER S. McPHERSON	D. A. POST	JOHN H. POTTS	JAMES P. OGLETREE	HARRY BLACKMORE	WILLIAM A. COLE	ARTHUR MARTEL	R. LYNCH
	1st District	2nd District	3rd District	4th District	5th District	6th District	7th District														
390.....	56	55	54	56	55	57	59	56	1	56	56	56	56	56	56	56	56	56	59	59	...
551.....	43	41	41	44	41	41	41	41	3	41	40	40	40	40	40	40	40	40	50	50	1
575.....	65	65	65	65	65	53	53	65	12	9	6	65	65	65	65	65	65	65	29	29	36
585.....	9	9	9	9	9	9	9	9	...	...	...	...	...	...	...	...	...	...	...	...	...
689.....	10	10	10	10	10	9	9	10	1	10	10	10	10	10	10	10	10	10	9	9	1
695.....	8	9	8	10	8	5	5	9	5	9	9	9	9	9	9	9	9	9	9	9	1
847.....	18	17	18	18	15	11	11	15	6	17	15	15	15	15	16	16	17	14	14	14	2
945.....	51	49	50	50	50	30	30	50	24	50	50	50	50	50	50	50	46	46	31	31	24
981.....	26	27	27	27	27	17	17	27	9	27	28	28	28	28	27	27	27	27	17	17	10
1077.....	7	7	7	7	7	4	4	7	4	7	7	7	7	7	7	7	7	7	5	5	3
1204.....	12	12	12	12	12	7	7	12	5	12	12	12	12	12	12	12	12	12	5	5	7
1251.....	35	35	36	36	36	35	35	36	...	33	7	7	33	33	33	33	34	30	32	32	13
1360.....	...	...	...	...	...	13	13	...	...	...	...	...	...	...	...	...	...	...	13	13	...
1543.....	17	16	17	17	17	12	12	17	5	17	17	17	17	17	17	17	17	17	16	16	1
1562.....	22	21	21	21	21	20	20	22	3	22	22	22	22	22	22	22	22	22	20	20	3
1604.....	11	11	12	11	12	4	4	11	7	11	11	11	11	11	11	11	11	11	8	8	7
1648.....	10	10	10	8	10	6	6	10	...	6	5	5	5	5	5	5	5	10	2	2	2
1657.....	10	10	10	10	10	...	...	10	10	10	10	10	10	10	10	10	10	10	10	10	...
1658.....	11	11	11	11	11	8	8	11	...	11	11	11	11	11	11	11	11	11	7	7	2

RECEIVED LATE.

General Executive Board									
General									
President									
JAMES KIRBY									
WILLIAM L. HUTCHESON									
ARTHUR A. QUINN									
FRANK DUFFY									
THOMAS NEALE									
T. M. GUERIN									
WALTER S. McPHERSON									
D. A. POST									
JOHN H. POTTS									
JAMES P. OGLETREE									
HARRY BLACKMORE									
WILLIAM A. COLE									
ARTHUR MARTEL									
R. LYNCH									
LOCAL UNION NUMBER									
76.....									
9									
7									
11									
11									
10									
3									
11									
10									
6									
10									
10									
6									
6									

THE FOLLOWING RETURNS DID NOT BEAR DATE OF ELECTION, BLANK AFFIDAVIT FORMS WERE SENT, SOME OF WHICH WERE RETURNED WITHOUT NOTARY'S SEAL OR SIGNATURE.

LOCAL UNION NUMBER	General Executive Board													
	General President	1st General Vice-Pres.	2nd General Vice-Pres.	General Secretary	General Treasurer	T. M. GUERIN	WALTER S. McPHERSON	D. A. POST	JOHN H. POTTS	JAMES P. OGLETREE	HARRY BLACKMORE	WILLIAM A. COLE	ARTHUR MARTEL	R. LYNCH
30.....	12	12	12	12	11	11	1	12	12	12	12	12	12	12
223.....	24	22	22	24	23	22	3	22	22	21	21	20	18	18
229.....	16	15	14	15	14	15	2	14	14	14	14	14	12	12
244.....	9	8	7	9	7	2	2	7	7	6	7	6	3	3
249.....	53	53	53	53	53	52	1	53	53	53	53	53	52	52
331.....	29	29	29	29	29	15	20	30	30	30	30	30	25	25
345.....	50	49	50	50	50	29	18	49	49	42	49	48	29	29
506.....	10	10	10	10	10	8	2	10	10	10	10	10	7	7
546.....	21	19	20	21	19	18	3	17	15	15	16	17	12	12
565.....	7	7	7	7	7	2	5	6	7	6	6	6	4	4
815.....	7	7	7	7	7	6	1	7	7	7	7	7	1	1
834.....	12	12	12	11	12	4	10	11	7	11	11	11	8	8
998.....	8	8	8	8	8	2	6	8	8	8	8	8	3	3
1033.....	18	18	18	17	17	5	12	18	18	18	17	17	14	14
1144.....	7	7	8	6	8	6	2	8	7	1	7	8	7	7
1213.....	7	7	7	7	7	6	1	7	7	7	7	7	3	3
1245.....	12	12	12	12	12	5	8	12	12	12	12	12	13	13
1303.....	28	28	28	28	28	13	15	28	28	28	28	28	28	28
	JAMES KIRBY	WILLIAM L. HUTCHESON	ARTHUR A. QUINN	FRANK DUFFY	THOMAS NEALE	T. M. GUERIN	WALTER S. McPHERSON	D. A. POST	JOHN H. POTTS	JAMES P. OGLETREE	HARRY BLACKMORE	WILLIAM A. COLE	ARTHUR MARTEL	R. LYNCH

LOCAL UNION NUMBER	General Executive Board													
	General President	1st General Vice-Pres.	2nd General Vice-Pres.	General Secretary	General Treasurer	1st District	2nd District	3rd District	4th District	5th District	6th District	7th District	R. LYNCH	
	JAMES KIRBY	WILLIAM L. HUTCHESON	ARTHUR A. QUINN	FRANK DUFFY	THOMAS NEALE	T. M. GUERIN	WALTER S. McPHERSON	D. A. POST	JOHN H. POTTS	JAMES P. OGLETREE	HARRY BLACKMORE	WILLIAM A. COLE	ARTHUR MARTEL	
1395.....	9	9	9	9	9	4	5	9	9	9	9	9	7	2
14459.....	6	7	6	8	7	...	8	6	5	5	5	5	5	2
1579.....	8	7	5	7	5	...	4	9	20	20	20	20	4	1
1620.....	21	20	20	21	20	13	7	9	9	9	9	9	9	4
1718.....	9	9	9	9	9	5	4	9	9	9	9	9	9	...
1728.....	15	14	11	14	14	9	5	13	13	13	11	12	11	4
1798.....	15	15	15	15	15	15	...	15	15	15	15	15	15	...
1850.....	13	13	13	13	13	11	2	13	13	13	13	13	13	...
1870.....	12	13	13	13	13	1	12	13	13	13	13	13	13	...
1949.....	20	20	19	20	16	7	17	19	20	19	19	18	12	9
2558.....	27	27	27	27	27	12	14	27	27	27	27	27	18	7
2565.....	...	...	...	...	...	1	29	...	...	...	...	...	2	28
	487	477	473	482	470	300	224	468	443	449	461	461	378	132

Correspondence



Washington and Lincoln and the Evils of Our Day

Editor The Carpenter:

It would be well for the American people, during the month of February, in which they celebrate the birthdays of the two greatest men of our country, Washington and Lincoln, to consider the great issues they represented and to what extent the evils against which Washington fought and Lincoln died to rid the nation of, still obtain in the land for which they did so much to dedicate to the self-evident truths, "All men are created equal and are endowed by the Creator with certain inalienable rights, among which are life, liberty and the pursuit of happiness."

"No taxation without representation" was the slogan that united the thirteen colonies and enabled them to withstand the military and naval forces Great Britain sent against them. Generations have grown up in these United States under the delusion that they are living in a free country, who from the time they are born until they die have never drawn a breath without paying some pirate or parasite who has monopolized the land for the right to live upon the soil of their birth and breathe the air of their native land. Here in New York City the landlords and speculators last year, over and above all taxes, assessments and other expenses, taxed the business and working men for the right to live, to work and be of benefit to the community, and got away with over \$310,000,000. An English landlord, born in this city, receives millions every year from his tenants, and what he does in return except to graciously permit them to breathe no one has yet been able to find out.

The land speculators, by holding millions of acres of land out of use, are responsible for the unemployment, poverty

and degradation that now seems to be the lot of the American people. King George, in his wildest dreams, would never have dared to tax the people at the rate they are now being taxed and robbed by the land system and the beneficiaries of the same. Lincoln owed his prominence to the fact that he was opposed to chattel slavery. At an enormous cost of life and treasure he rid the nation of that great evil. Today we are confronted with the forces making for industrial slavery. In Lincoln's time they sought to destroy the Union of States, now they are endeavoring to destroy the union of labor in order to keep the masses in industrial slavery. The closing remarks of Lincoln's immortal Gettysburg address should receive the earnest attention of the American people who still believe in the principles the men of the revolution and the civil war fought, bled and died to maintain.

"It is rather for us, the living, to be dedicated to the great task yet remaining before us. That from these honored dead we take increased devotion to the cause for which they gave the last full measure of devotion, and that we here highly resolve the dead shall not have died in vain."

Should the American people become indifferent to the cause for which they died, the honored dead on all the battlefields from Bunker Hill to Appomattox will have died in vain. When the slaveholders went the limit they said only a black man had no rights they were bound to respect. The beneficiaries of the present land slave-owning system serve notice on all men, black and white: You have no rights to life, liberty or the soil of your birth that we are bound to respect. That a combination of the two great evils—taxation without representation and industrial slavery—now confront the American people, and

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in the memory of the immortal Washington and the great representative of the common people, Lincoln, they should resolve, "The nation, under God, shall have a new birth of freedom, and that government of the people, by the people and for the people shall not perish from the earth." ALEXANDER LAW,

L. U. 326, U. B. of C. and J. of A.
New York, N. Y.

BUY AMERICAN-MADE GOODS

Editor The Carpenter:

It has often been quoted that necessity is the mother of invention, and the war in Europe has caused the foregoing to be exemplified more than once. "It is an ill wind that blows nobody good." While the writer does not desire to make capital out of the poor unfortunates in Europe who are being slaughtered like cattle, nevertheless I think the people in this country should learn to use American-made goods. There is hardly a commodity that we use that does not bear the mark, "made in Germany." It is not sufficient to say that these are abnormal conditions, the result of a temporary industrial depression. The world does not owe a living to an able-bodied man, but society does owe its workmen an opportunity to earn a living under fair and reasonable conditions. The first duty of a community is to give its own members the opportunity of being employed at decent wages; then, and not until then, its arms should be held wide open to receive commodities from every nation and every clime. The American wage-earner, be he native or immigrant, entertains no prejudice against his fellow from other lands; but, as self-preservation is the first law of nature, our workmen believe and contend that their labor should be protected.

This motto should be pasted on every American-made article: "Buy goods made in America, keep American workmen busy, keep the money at home." At the present time public meetings are being held and money collected to alleviate the suffering of those in the war zone, yet the unemployed American workman

is not even considered at these public meetings, and if the writer is any prophet, there will be as much suffering for the necessities of life this winter among the wage-earners of America as there will be in the war zone of Europe. Why not start a nation-wide agitation for American-made goods and discourage the imported articles? Everybody likes to boast of American achievement and American manufactures and inventors and American intellect. Stop this mad rush for imported goods. There are just as good dressmakers here as there are in Paris, also tailors and milliners.

A few years ago our rich men's daughters going to Paris to get their dresses made was a thing unknown. Home talent was then considered good enough. Who was it but the wage-earner that made it possible for the rich men to send their daughters to Paris to buy their new frocks, at the same time home talent walking the streets with nothing to eat and no work? Yet we decry the foreign wage-earner who comes here and stays a few years, saves his money, then goes back to his native heath and lives the balance of his life in luxury. How much better are our rich men's daughters who are educated than the poor, ignorant foreign immigrant who earned the money he saved by the sweat of his brow and can look the world square in the face?

Let everybody discourage the purchase of foreign-made goods and spend American money where it rightfully belongs. The result will be, jobs will be seeking the men instead of men looking for work where none is now to be had.

Fraternally,

R. A. HOOKER,
L. U. 192, Syracuse, N. Y.

A Pleasant Zephyr from the Golden West

Editor The Carpenter:

This is a letter of appreciation for the splendid January, 1915, edition of our trade journal, The Carpenter. In all the years I have read it I believe this is the best number of all. The first article, "About Resolution 49," had a similar

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effect as the "Reveille" in camp during the Spanish-American imbroglio. Then "As Others See Us," though similar to looking through borrowed spectacles, furnished a clean-cut and graphic description of the general convention. Your editorials are inspiring and furnish much food for independent thinking. There are gems of thought in the "Casual Comment."

From cover to cover I peruse everything. But I am always much interested in reports from conventions. To one so far away as I am, and who likes to keep in touch with the heart of our movement, these letters and articles to the Journal are a feast to the hungry soul. So many changes in the economic life and the revolution of thought caused thereby, during the last five years, are indications of a more wonderful future. Much of the individual thinking among the masses is still crude, but the light is breaking for them, and soon, I hope, "he who runs may read and see."

With many good wishes to you and all the General Officers and with cordial support to the cause, I am,

Fraternally yours,

J. FRANK HAYES,

Member L. U. No. 1062 and Delegate
to Building Trades Council.
Santa Barbara, Cal.

The Immigration Question

Editor The Carpenter:

Can you give space in the next issue of The Carpenter to a subject which has concerned the American people for many years and which, we believe, will cause much trouble in the future if it is not remedied. It is the question of immigration. When this country first declared its independence from England it was thought that by having a practically unrestricted system of immigration the country would be quickly settled and a powerful nation built up. This has been partly true as we all know, but hardly any Americans today will dispute the fact that our present immigration system seriously threatens our future welfare. No class of people has had more

opportunity to realize this fact than the mechanics who have to depend on their trades for a living. Lawyers, doctors and other professional men have not been brought face to face with this problem for the reason that most immigrants who come here do not compete with them.

The carpenters, however, have certainly felt their share of the strain, for it is no secret that most contractors, as long as they can employ ignorant foreigners at small wages, will not hire white Americans and pay mechanics' wages. This is not a political question, for every political party that has ever been in power has treated it exactly alike, or rather they have not treated it at all, but have allowed it to continue in the same old way because they were afraid of incurring the displeasure of the steamship companies who profit by bringing the immigrants to this country and the trusts and corporations who profit by hiring them after they arrive.

We do not believe that immigration should be abolished. People who come here intending to become law-abiding citizens of our country and assist in advancing our great commonwealth should be welcomed at all times. But we believe that our immigration laws should be revised so as to bring this class here and to restrict the undesirables and criminals. The great majority of those we get of late are of a class that the United States or any other country would be better off without.

Three hundred years ago a few aristocrats conceived the idea of importing negroes to America and then proceeded to put their plan into effect. We all know what the result was. The negroes were the cause of one of the bloodiest wars the world has ever known and today are a problem becoming more complicated every year.

Are we today, as free-born American citizens, going to sit idle and allow a few aristocratic corporation heads and steamship owners to flood this country with cheap, ignorant labor so that they may enrich themselves at our expense? Are we, who today are facing a problem of

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dealing with the negroes, going to hand down a legacy to our children such as our ancestors have handed down to us?

The time has come for the American people to let their law makers understand that this condition of affairs will no longer be tolerated.

A bill has recently been passed by both houses of Congress which was designed to restrict our immigration, and which will, we believe, meet with the approval of the American people to a certain extent at least. But at this writing it looks as if our chief executive intended to veto this bill. If he does, powerful pressure should be brought to bear upon our congressmen and senators to secure its passage over his veto. A law which will allow a limited number of immigrants to enter this country and keeps out the undesirable classes which we are now getting would answer the purpose.

The carpenters should not hesitate to voice their sentiments, for they are affected more than any other class by the system which is now in force.

Respectfully submitted by

LOCAL UNION 253,

Per RALPH KUHN, Rec. Sec.

Atlanta, Ga.

Ten Commandments for U. B. Members

Jan. 15.

Editor The Carpenter:

As trade conditions are coming our way pretty slowly just now, it has occurred to me that I might interest myself and possibly others by dropping a few remarks to you and to our membership through the medium of our Journal, The Carpenter.

As my district is a large one, covering something like 412 square miles, and not being possessed of an automobile, I am known as a "walking delegate" (business agent). In the district to which I am assigned there are a great many people (wise and otherwise), and quite naturally a great many union carpenters and a few who ought to be union carpenters, but have not yet seen the light. The

labor market, glutted as it is, at the present time, and our trade almost at a standstill, we find time to say "Hello," when we meet around the various jobs. Yes, and sometimes we find time to kick once in a while. "What have we to kick about?" Oh, any number of things! Sometimes the weather. We can kick about anything when trade is dull, and, strange to say, when we are busy you cannot find a kick anywhere. Some of us blame this lull in our trade on the money question; some on the tariff; some on the war; some on the Kaiser; more on King George, etc., but the saddest specimen of union man that I come into contact with is the man who will blame everything on his union.

Ever meet one of these fellows? He starts off in this manner: "Well, what are you fellows doing about so and so?" "Things are getting worse all the time in the union." "What did the union ever do for me?" "I have a good mind to tear up my card and throw it away," etc. "That clique up there won't do anything for anyone," etc. This class of men will never raise a finger to help remedy anything pertaining to unionism; you can not drag them to a meeting; if they do show up they will not get up and try to help out, but will sit in a corner and knock everybody's efforts. Meet them downstairs after the meeting, buy them a drink and you will hear it, "If I were in that chair," etc.

As a matter of fact trade unionism has gone steadily ahead until it has become a great factor, even in the government of our country, as witness some of the recent laws passed. We sometimes forget that organized labor was responsible for such laws as workmen's compensation acts, child labor laws, factory and tenement house laws, eight-hour laws, the Clayton bill, laws regulating hours of labor for women, compulsory education laws, and many others too numerous to mention here. As to our own organization laws, they are good laws if we only try to live up to them as union men should do, and I would go a step further in my humble way and do hereby sug-

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gest the following as ten commandments for union carpenters:

First. Thou shalt be a union carpenter, a member of the U. B., first, last and all the time, spreading its teachings, advancing its interests and preaching its doctrines, making converts at all times and places.

Second. Thou shalt not belong to any other organization of carpenters, for the U. B. is the one and only one, keeping in mind our old friend Abe Lincoln, when he said, "A house divided against itself cannot stand." He having been a rail-splitter, I rate him as a carpenter who should get the floor and be heard.

Third. Thou shalt keep whole the Saturday half-holiday and all holidays and not ease your conscience by telling thyself, "Who'll be the wiser?" "The business agent?" "Why, he never comes around. He is only a bluff anyway," etc.

Fourth. Honor and respect thy officers. Remember they were made officers because they showed some qualifications, and that they are human beings and as such may make a mistake once in a while.

Fifth. Thou shalt not become "boisterous" in the meetings of thy local unions and want to lick anyone who may disagree with thy opinions; remember that thou agreed to abide by the will of the majority.

Sixth. Thou shalt not commit offenses against the laws of the U. B. and ease thy conscience by saying, "The clique that made such a law don't know the first principles of unionism," etc. "If I were on that by-laws committee," etc.

Seventh. Thou shalt not steal time from the boss, but keep in thy mind the principle of unionism, "A fair day's work for a fair day's wages." Show him it pays to employ U. B. members.

Eighth. Thou shalt be charitable toward fellow members. Thou shalt not try to gain favor with the foreman by pointing out their shortcomings, nor shalt thou use their edged tools to cut old, gritty lumber with while thine own saw or chisel lies close by, and avoid all

acts of a similar nature. Thou shalt not be a "boss's stool-pigeon," for in his heart he shall despise thee.

Ninth. Thou shalt not be envious at thy fellow member if he should happen to be working while thou art on the sidewalk. He may need the money as much as thyself. Thou must not talk thuswise, "This boss don't pay the wages." "How is it I can't get a job from him?" Remember that all men are not dishonest.

Tenth. Thou shalt not covet thy fellow member's good fortune, and if he should happen to own his little home, thou must not go around and say to the boss, "Why, so and so don't have to work. Why, if I had his money I would not talk to you." He may have scraped all his life for the few dollars he has in that home, and will keep on scratching the remainder of his days paying the interest on the mortgage.

Finally, let us remember that the U. B. is a "fraternal organization" where we should, as the famous poet Burns said, "Brothers be for a' that," in fact as well as in name.

Further information, along these and similar lines, may be had by attending a meeting of Local Union 714, Flushing, N. Y., on Tuesday nights, and if these suggestions have the effect that the writer hopes they will, then I shall consider myself amply paid.

With best wishes for a bright and prosperous new year to every member of the U. B., including you, brother, I am,

Fraternally,

JOHN QUINN,

B. A. Local 714.

Flushing, Queens, N. Y.

A Word From Akron, O.

Editor The Carpenter:

When reading *The Carpenter* and looking over the list of places to be avoided I fail to see Akron mentioned. There are here in Akron some 1,500 carpenters, and I will say that they are not all union men. We have a hard proposition here. Akron is the home of the rubber industries, and the rubber shops advertise the United

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States over for help, from the Atlantic to the Pacific ocean. They advertise for help in all daily papers: "Wanted, men to work in the rubber shops; good pay and steady work." We have men coming here from every State in the Union and the gates of the rubber shops are lined with job hunters and no work here for them.

Some of these pick up hammer and hatchet and start out as carpenters, and that, of course, is just what the bosses want to keep down the price of labor. Now, we have no way to tell the public the truth, except through The Carpenter. As it is read by thousands it might stop some brothers from a bitter experience.

There are plenty of carpenters here to do any available work. We have two Locals, 84 and 2500, and we are trying to unionize the city. It would be a great advantage if we could keep the floaters out. Many union men come here and work without depositing their cards, as we are not strong enough to control the town. Union men should not do this. Why not ask your Local Union if there is a Local Union of Carpenters in Akron, Ohio, and they will inform you that there is. Help one another is a union motto.

Fraternally yours,
RICHARD HAASE, F. S. L. U. 84.

Conditions in Western Canada

Editor The Carpenter:

Just a line to show you what western Canada's baby local is doing. Banff, a small pleasure resort situated in the Rocky Mountains, has a population of approximately 1,000. The nearest neighboring local is Calgary, about eighty miles east, and we are out of its jurisdiction. Prior to 1912 there were very few resident carpenters in Banff, and when any development work was under way by the Canadian Pacific Railway or the Dominion government, who own the townsite and are practically the only employers of labor, men were shipped from Vancouver and Calgary employment agencies, and, as you are aware,

most agencies make a specialty of supplying non-union men as far as possible.

Notwithstanding this fact, however, several union carpenters came here to work, and made two unsuccessful attempts to organize. Since then the Calgary Locals have sent their business agents to try and secure members for their locals and succeeded in getting a few. This, however, did not seem to fill the bill, as Calgary was too far away to be of much assistance, and the impression with the boys was that if any good was to come from organization that organization must be in Banff and not eighty miles distant. Early in the year tenders were called for a new government bath house at the Hot Sulphur Spring, and immediately the union carpenters in town got together and notified Ottawa that the standard rate of wages for carpenters was 50 cents per hour and the hours nine hours per day. This was embodied in the specifications. Last April the bath house contract was let to a Winnipeg firm for the sum of \$110,000. Several local carpenters were started, among them four union men. On the first pay day they were all paid at the rate of 45 cents per hour. The union men formed themselves into a committee and wired the officials at Ottawa. They were informed that contractors must pay 50 cents per hour and the union men were promised 50 cents by the contractors.

On the next pay day they were again paid 45 cents, with the exception of two. We then got the men together, called a strike and demanded 50 cents per hour for all, with all back time compensation for one of the boys who had been injured and for all men to be taken back without discrimination. After a futile attempt to ship in strikebreakers, which was frustrated with the assistance of Local 1779, Calgary, they were forced to accede to our demands and we went back to work, winning on all points. The outcome was that we decided to organize a Local in Banff and wired to Organizer J. A. Kenney for assistance. Brother Kenney promptly appeared on the scene, and on

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August 20, through Brother Kenney's activity, Local 1920 was instituted with sixteen members with prospects of about twenty more. About that time the European war started and put a check on us, most of our members being thrown out of employment. At the present time only one is working, but we intend to hold things up. We have a good set of officers and our members are all paying their dues regularly.

One of the customs of this town is an annual Christmas tree, with presents for all the children in Banff on Christmas Eve, supported by voluntary subscription. At our meeting on December 7 a motion was passed, asking the union men to devote a portion of their spare time to making toys for the Christmas tree. The result was that thirty toys were made and handed to the Christmas tree committee for distribution. We hoped by this action to wear down some of the prejudice which exists in this community against trade unionism, and apparently we have succeeded, as several carpenters have signified their intention of joining us as soon as they get work and we have been brought before the public in a favorable light. Altogether we feel satisfied that we have benefited by being organized, even though we are not working, and we expect to do a great deal better during 1915, as there is some work in sight.

Fraternally yours,

W. PAGE, F. S. L. U. 1920.

Banff, Canada.

From L. U. 2563

The following resolutions have been received from L. U. 2563, together with a request for their publication:

Resolved, That we, the members of L. U. 2563, U. B. of C. and J. of A., in meeting assembled, this 5th day of January, 1915, most earnestly protest against and view with disfavor the action of one of our Representatives in Congress in having attached a rider to an appropriation bill (H. R. 19422), which rider abolishes the effect of the organic act of 1878. Be it further

Resolved, That we consider any attempt to violate the compact of 1878 as an injustice to the taxpayers of the District of Columbia and as contrary to the wishes of the thinking people of the entire United States. Be it further

Resolved, That we request the co-operation of the international and national labor unions, chambers of commerce, boards of trade, and all civic organizations, as well as of all public-spirited citizens, in voicing a protest against any effort to abrogate the half-and-half plan for the maintenance of the District of Columbia. Be it further

Resolved, That copies of the above be spread upon our minutes, copies forwarded to the chairmen of House and Senate committees on the District of Columbia and to the press of this city.

Trafficking in Jobs

We often speak sarcastically of a man for whom we hold contempt by saying "he would steal the pennies off a dead man's eyes."

This isn't so great an offense as it may seem, since the dead man would hardly be able to rise to the occasion and object.

When men, however, under the name of "employment agents" deliberately send men to "jobs" where there are no jobs to be had, they have reached about the lowest point in life.

Hardly a week goes by but some evidence is brought to light of the contemptibleness of some of these institutions. A very slight improvement has been noticeable in Wisconsin, where efforts have been made to regulate employment agencies. As in most other matters of "regulation," it is proving a farce. It is high time that private employment agents were forced out of business and the state bureaus allowed to grow to a maximum of efficiency.—Duluth Labor World.

Don't be a back number. Get your local in line and be the first to help advertise our label.

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Potency of the Union Label

The union label upon your garments, says the Switchmen's Journal, is the best expression of devotedness to good union principles you can give to those who are engaged in making label goods. The same is true about anything else used that carries with it a union workman's label. We should all cultivate the union label habit, for it is the best expression of the safety first habit we know of. Not only should this subject receive earnest attention at every lodge meeting of every labor organization, but in all federated and open meetings conducted under the auspices of labor organizations as well. In addition to this, it should be a prominent subject of discussion at home; also when we meet our friends who are not affiliated with labor unions. There is less excuse all the while for not purchasing label articles of wear, since most of them can be found in equally as good quality and style, and at as reasonable prices as those not bearing such badges of honor. The average union man, or woman, has but little conception of the potent effects the purchasing of union-made goods has toward obtaining union work conditions. All workers are anxious to enjoy the good conditions obtained in union shops and factories. The only means the workers have to insure the retention of such conditions where they now exist, or to extend their scope until they include every workshop and factory, is to always insist that the label appear on their purchases. It matters not about the degree of enmity the maker of goods may cherish toward union labor, he will soon realize the advisability of conceding to the proposition of unionizing his plant, whenever he finds no market for his non-union goods. The union purchasers spend enough union-earned money each year to keep union factories and shops working full blast all the while, as they would be, if they all made proper use of that most effective prerogative they possess—insistency to see the union label upon their goods.

A Friend of Crime

"Do you see that tall, philanthropical-looking individual over there, with the silk hat and the patriarchal side whiskers?" asked the guide.

"I do," replied the man from Mars. "He looks very prosperous."

"He is very prosperous, indeed, and he has reached his present highly honorable position in the community entirely through being a friend of crime."

"I must misunderstand," declared the man from Mars. "It seems impossible in such a civilization as yours that a man should be honored because he is a friend of crime. Possibly you mean a friend of criminals."

"Oh, no. Nobody is a friend of criminals. I mean a friend of crime. He is a prison contractor."

"A prison contractor?"

"Yes. You see, the State authorities go to a great deal of trouble and expense to build penal institutions and incarcerate criminals therein. Then they turn over these prisoners to the prison contractors for as little as 6 to 10 cents a day, and the contractor employs them at hard labor in the manufacture of various articles of common consumption."

"Aren't they worth more than that?" inquired the man from Mars.

"Of course they are worth more. Otherwise the prison contractor would not be able to make so much more profit than his competitors. The more crime and the more criminals there are, therefore, the more wealth the contractor accumulates and the more the community respects him. If it weren't for crime, he would be penniless and unknown."

"I guess you were right, and I hope you will pardon my incredulity. He is truly a friend of crime," admitted the man from Mars, with a sigh.

"And it isn't easy to decide whose crime is the worst," added the guide. "whether that of the convicts, that of the State authorities in making such a bad bargain, or that of the contractor in accepting it."—E. O. J., in Life.

Casual Comment



Help make the year 1915 a banner organizing year!

* * *

Every little trade movement has a meaning all its own—it means that prospects are looking good in that locality for a busy season.

* * *

How about a little movement for a reduction in the number of cities and towns listed among “localities to be avoided” in this issue?

* * *

Educate, that ye may be free, was an ancient maxim; organize, that you may be independent, is a modern one.

* * *

The membership of the United Brotherhood can be doubled, aye, trebled, by a united organizing effort on the part of all. Start it now!

* * *

Lest we forget, Brothers T. M. Guerin and Arthur Martel are still with us as members of the G. E. B. Both were returned to office by substantial majorities.

* * *

“Never put off till tomorrow what you can do today” is as applicable to the labor movement as to anything else. Spread the light of trade unionism here and now. You will never have a better chance.

* * *

A little capital is a wonderful thing if you can use it judiciously. Henry Ford says that on a capitalization of two million dollars his company made a profit of twenty-five millions last year in the automobile industry.

* * *

The amount paid to Ford employees under the much advertised “Ford plan”

appears trifling when this large profit is taken into consideration. Also there are only eight members of the Ford Company, but the employees number some 18,000.

* * *

Only twenty-two per cent of the employees in mills and mines are required to work twelve hours a day, according to George W. Perkins. To our thinking twenty-two per cent is just that much too much. The twelve-hour day is a relic of barbarism.

* * *

The proposal for an annual observance of “Child Labor Day” by the churches, schools, colleges and welfare associations is no doubt a well-meaning one, but we hope it does not imply that very many years will have to elapse before we root out once and for all the deadly industrial cancer of child labor.

* * *

A number of important questions touching the present status of our organization is dealt with by General President Kirby in his report of the last three months’ work of his office, which is published in this issue. The reports of the General Officers should be carefully perused by the membership and the information they contain given proper attention.

* * *

The labor unions are doing more than any other agency in these United States today to propagate and perpetuate the principles for which Washington and Lincoln labored during their illustrious lives. Let us remember that when we pay tribute to their memories this month.

* * *

In his message vetoing the immigration measure, on the grounds of his opposition to the literacy test, President

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Wilson made no reference to the prospect of increased immigration at the close of the European war. Is it not time, however, that the administration gave some consideration to this important eventuality and outlined some definite plan to cope with it?

* * *

John D. Rockefeller, Jr., in the role of witness before the Industrial Relations Commission, revealed some traits of character which rather incline one to revise preconceived opinions of him. It was something new to hear of him hobnobbing with "Mother" Jones and inviting the U. M. W. A. officials to confer with him at that well-known Standard Oil stronghold, No. 46 Broadway. If John D., Jr., had shown such an apparently reasonable attitude several months ago he might have spared himself a great deal of caustic criticism.

* * *

Of course, the mere fact of his being solicitous at this late day for an exchange of views with the miners' leaders does not necessarily mean that John D., Jr., is any the less "a chip of the old block." Like many other capitalists of our day, who desire to give an impression of liberality of mind, he professes to believe in the value of trade unions for the workers "with certain restrictions." We will, however, await more genuine proofs of his sincerity and friendliness than merely a conciliatory attitude, before we grow enthusiastic about his change of heart.

* * *

The numerous trade movement notifications in this issue tend to confirm the opinion that the coming season will be a very busy one. One must at least give "the boys" credit for being far-sighted. They have been in training, watching for signs of prosperity so long that some of the old hands can see its approach at a distance from which others could not detect it with a telescope.

* * *

Attention was called by the Philadelphia convention to the question of organ-

izing that vast body of American workers who make their living as school teachers, bookkeepers, stenographers, clerks and office assistants. A successful organizing campaign along this line would be a great step forward. No class of workers need the benefits to be derived from trade unionism more than they do.

* * *

Of social students, social investigators and students of economics, there would seem to be no end; and yet, despite their painstaking efforts, industrial evils such as "sweated" labor, unemployment, child labor and the occupational diseases that kill so many in our leading industries continue to flourish with great vigor. It is extremely hard to bring the public to realize the extent of these evils and the misery they cause.

* * *

We do not in the least intend to depreciate or minimize the services which sociologists and welfare workers have rendered humanity. They have done a world of good as a result of their researches and trained observation. What they seem to lack is the ability to sting the public mind to action. Tables of statistics do not always bring home to the average unimaginative person the havoc wrought by industrial evils. To do so effectively requires something of a dramatic faculty which will fire the public imagination.

* * *

To illustrate this point we may take, for instance, a play like "The Third Degree," dealing with the abuse of police power in dragging confessions of guilt from prisoners. Such a play brings the evils it portrays much more vividly before the public than any number of detailed speeches and learned discussions could. It might be a good thing if some of our sociologically minded friends would turn more to the theater as a medium for the expression of the convictions they hold on industrial evils.

* * *

The activities of private detective

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agencies that assist employers to destroy union organizations and serve as mercenaries in industrial disputes badly need to be brought under public scrutiny. No doubt the Industrial Relations Commission will soon take the matter up. The recent wanton murder of two strikers at Chrome, N. J., may perhaps prove an incentive for the commission to start this line of investigation at once.

* * *

Organizers are not supermen or mortals gifted with extraordinary capabilities, but merely brother members who have applied themselves consistently to the task of interesting non-unionists in the advantages of the labor movement. We should not leave all the work of building up the organization upon their shoulders. Every one of us can find plenty of opportunities to do work of a similar character, but as a rule we do not avail ourselves of the opportunities presented.

* * *

The proposal of the Philadelphia A. F. of L. convention looking toward the introduction in Congress, and State legislatures generally, of bills to prohibit the granting of Federal and State licenses to detective agencies which furnish men to aid in any effort to disrupt labor organizations or to serve as strikebreakers is a very good idea. So-called detective agencies of such a character are a standing menace to the industrial welfare of the nation. They exert a very evil influence and their insidious growing power should be broken.

* * *

Things have quieted down considerably at Headquarters since the irrepressible Tom Gilmore returned to his native Albany two weeks ago. With Tom presiding over the deliberations of the tabulation committee on the vote for General Officers the proceedings sounded like a stormy session of the legislature in Tom's home town during the days of the Sulzer impeachment fight.

* * *

Every commission and board that has ever gone into the question of women's

wages has proved conclusively that for the one woman or girl who works of her own choice, thirty, or probably forty, are impelled to work because of stern necessity. The great tragedy of the woman wage earner is that the great majority of them are forced to exist on wages computed on the basis of what might be acceptable to the very negligible number who have parents that can supplement their meager wages.

* * *

"Mother" Jones, the heroine of a hundred miners' battles, finds it easy to be facetious at times, and no wonder, for she hails from a spot within a stone's throw of the famous blarney stone. Nevertheless, we trust she was sincere when she told the scion of the House of Rockefeller that he had the makings of the greatest man in America in him. A man of his type, possessed of an unbiased, open mind on the labor question, might be able to do a world of good in paving the way for a clearer understanding between capital and labor.

* * *

"Meet the cry of incompetency, on the part of the manufacturer, by training the mechanic to do the work just a little better than it is done by the carpenter," says the Sheet Metal Workers' Journal, referring to the metal trim controversy. But it can't be done, Brother Bray! No amount of post-graduate training of sheet metal workers in the art of carpentry will achieve such a result. Anyway, life is too short for the average worker to thoroughly master two different trades, except in very exceptional cases.

* * *

Each and every member should procure a copy of the revised directory of shops using the label of our Brotherhood which was issued by First General Vice-President Hutcheson on January 1. The work of popularizing the U. B. label is a most important one and is deserving of all the support we can give it. The value of the Brotherhood label as a factor in

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the growth and spread of our organization is becoming more evident each year.

* * *

You can oftentimes gauge the caliber of a man by the argument he puts up. Employers who oppose minimum wage laws on the ground that many girls work in order to obtain pin money and not from necessity merely admit that while they profit by the labor of working girls they expect the cost of that labor to be borne by the girls' families and not by them. Thus we have one phase of the exploitation of the wage earners.

* * *

As a "record of progress" the initial report of the Industrial Relations Commission is of value, but it does not go further than to embody briefly a resume of the views of capital and labor on industrial problems. It offers no solution or gives no hint as to how it proposes to simplify the complexities of industrial unrest.

* * *

We are glad to note that at last the spotlight of publicity has been turned upon the richly endowed Rockefeller Foundation. Such a great institution deserves the closest scrutiny, for there are in such an undertaking large possibilities for evil as well as good. It is likely to exercise a vast influence upon the educational affairs of the nation and it lies with the public to see that that influence is of the right kind.

* * *

In our opinion even the very reasonable restrictive literary test embodied in the Burnett measure would not be half drastic enough to meet the unusual immigration situation which will confront us when the war is over, when countless thousands will turn to the United States in preference to remaining in battle-scarred Europe. To leave the bars down in the face of a great inrush of that kind must surely affect labor conditions seriously for years to come.

* * *

The verdict in the Danbury Hatters'

case falls heavily upon as plucky a band of trade unionists as there are in the country. After an historic and spirited struggle for their rights as trade unionists it is lamentable to see them have to relinquish their modest earnings, the fruit of a lifetime's toil, to satisfy the crushing judgment awarded against them in the famous Loewe case. The one ray of consolation for organized labor with regard to the Danbury hatters is that a similar case is never again likely to come up for trial as a result of the labor provisions of the recently enacted Clayton anti-trust bill.

Kindliness of Heart

Kindliness of heart is not the greatest of human qualities—and its general effect on the progress of the world is not entirely beneficent—but it is the greatest of human qualities in friendship. It is the least dispensable quality. We come back to it with relief from more brilliant qualities. And it has the great advantage of always going with a broad mind.
—Arnold Bennett.

What Have I Done?

Will every member read this:

1. What have I done during the past six months that has been of any benefit to the local?
2. What would become of the local if every member had done exactly as I have done?
3. How many times have I been absent when I could have been present if I had made an effort to do so?
4. If I have been negligent is it because I am at fault, or because the rest of the brothers don't do their duty?
5. Am I going to continue in the same old way, or am I going to start something?
6. Am I in partnership with the rest of the members in running the business of the local?
7. Is it right for some one else to do all the work and me to expect an equal share of the benefits?—*Mine Workers' Journal.*

News Notes from Local Unions



Commerce, Tex., L. U. 298.—Traveling brothers are asked to avoid coming to Commerce as trade conditions are very dull in our town. A great many tradesmen are idle and there is very little work in sight.—L. A. Wolfe.

* * *

Whitney, Tex., L. U. 393.—There is very little doing at present in the building trade at Whitney and all traveling brothers are advised to stay away. Prospects for the coming season do not look altogether favorable at this time.—J. H. Roberson, R. S.

* * *

Alton, Ill., L. U. 377.—For the first time in the history of this local we have been forced to advise traveling brothers to stay away. Work at the trade is extremely scarce here and future prospects do not look encouraging.—R. Adams, R. S.

* * *

Pawhuska, Okla., L. U. 1178.—We are glad to report that this Local is now in good shape. Working conditions in all the building trades are fairly good and prospects for the coming season seem favorable.—Orten Taylor, R. S.

* * *

Bismarck, N. D., L. U. 663.—All traveling brothers should avoid the vicinity of Bismarck at the present time, as trade conditions here are at a very low ebb. Outsiders coming here stand a very small chance of securing work of any kind. C. A. Carlson.

* * *

Houston, Tex., L. U. 213.—Owing to dull trade conditions now existing in Houston and vicinity all traveling brothers are notified to stay away. Some two-thirds of our membership are unemployed at the present time.—E. Ritz, R. S.

* * *

Marinette, Wis., L. U. 1246.—We are

asking that Marinette be put on the "stay away" list for the reason that there is a scarcity of work here and nearly all the members of our Local Union are idle. We are also actuated by the fact that we may have some trouble with the contractors in the near future.—Adolph Ellingson, R. S.

* * *

Niles, O., L. U. 1514.—Traveling brothers are asked to stay away from Niles, Ohio, as there are a large number of the members of this local unemployed. To come here now would mean loss of time and money. Advertisements offering work at Niles are misleading and no attention should be paid them.—F. H. Reagle, R. S.

* * *

Oakland, Cal., L. U. 1667.—All traveling carpenters are requested to stay away from Oakland owing to bad trade conditions. There has been an unprecedented influx of carpenters into this city mainly because of the unsettled conditions prevailing throughout the country, and also because of the fact that the San Francisco World's Fair buildings are now practically completed. A large number of our members are out of work and outsiders will only swell their ranks. Pay no attention to advertisements offering employment here.—K. C. Morrison, R. S.

* * *

Akron, O., District Council.—Traveling brothers are advised not to come to Akron. No credence should be placed in reports that the big Akron rubber factories need men. As a matter of fact, between 7,000 and 8,000 rubber workers apply for work at the factories each day, a majority of whom are married men having homes in the city. As a result of the false reports regarding work at the rubber factories, Akron is swamped with applicants for jobs and the percentage

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of those receiving employment is insignificant. This situation has a very bad effect upon all the crafts in the city, particularly the carpenters. R. F. Booth, Business Agent.

* * *

Absconds With Funds of D. C.



WALLACE AUGUSTINE.

Wallace Augustine, a member of L. U. 1168, of Pt. Colborne, Canada, has absconded with funds belonging to the

Frontier District Council. Augustine acted as district organizer in the jurisdiction of the D. C. during the months of August, September, October and part of November last. He is about thirty years old, stands five feet ten inches and weighs about 175 pounds. He is of a dark complexion and is nearsighted in his left eye. There is a possibility that Augustine may be in Duluth, Minn., or vicinity at the present time. Particulars as to his whereabouts should be sent to Brother Ira Barnhardt, secretary of the Frontier D. C., P. O. box 68, Humberstone, Ont., Can.

Manners

The great secret is not having good manners or bad manners or any other particular sort of manners, but having the same manner for all human souls; in short, behaving as if we were in heaven, where there are no third class carriages, and one soul is as good as another.—Shaw.

A FLOURISHING LOCAL



MEMBERS OF L. U. 269, Danville, Ill.

Trade Notes



Successful Trade Movements

Lake Charles, La., L. U. 953.—After being on strike with the Dealers and Builders' Exchange in this city for a year, the trouble was recently declared off when the employers signed a three years' agreement. The agreement calls for 50 cents per hour for 1915, 55 cents per hour for 1916, and 60 cents per hour for 1917, the eight-hour day to be in operation during the entire period. The employers also agree to employ none but union carpenters. The agreement was reached mainly through the good work of U. S. Berry, U. B. organizer for this district. J. P. Jones, R. S. L. U. 953.

* * *

Miami, Ariz., L. U. 1538.—An agreement has been reached with the mining companies in this district and the general strike recently called has been declared off. The men won their point and all workers went back to their respective jobs on January 25, with the demands for improved conditions complied with in every particular. John J. Kruit, F. S.

Movements for Better Conditions

Jersey City, N. J. (Hudson County D. C.)—We are asking for an increase of wages from the present rate of \$4.00 to \$4.50 per day, to take effect May 1, 1915. Our working hours are eight per day and 44 per week. Conditions in the trade are fairly good and the prospect of our obtaining this increase is favorable.

* * *

L. U. 899, Parkersburg, W. Va.—At a regular meeting it was decided to ask an advance in wages, same to take effect the first Monday in April. The demand calls for an increase of 5 cents over the present rate, which is 40 cents per hour, and an eight-hour day instead of nine hours as at present existing. Prospects

of obtaining these demands are favorable. Conditions in the trade in the district are good.

* * *

L. U. 665, Amarillo, Tex.—At a recent meeting it was decided to start a trade movement for an eight-hour day and an increase in wages from the present rate of 40 cents to 50 cents per hour, to take effect February 1. Our present working hours are 54 per week. Prospects of gaining our demands are good.

* * *

L. U. 1282, Salem, Ohio.—This local has decided to institute a movement for an eight-hour day and a minimum wage rate of 45 cents per hour, same to become effective April 1. Our present wages are 40 cents per hour for a nine-hour day. We anticipate no trouble in this matter. Trade conditions in the district are fair.

* * *

L. U. 1076, Washington, Ind.—An increase in wages of 5 cents per hour, to take effect March 15, is the extent of our 1915 trade movement. We are at present receiving 35 cents per hour and work nine hours per day. We believe we will obtain this moderate increase without difficulty and do not anticipate any trouble with the contractors.

* * *

L. U. 683, Burlington, Vt.—Our scale for the new year, to take effect April 1, calls for a minimum wage of 44 cents per hour and a forty-four-hour working week. Our present rate is 37½ cents per hour for an eight-hour day. Prospects of obtaining our demand are fair and we do not anticipate trouble with the contractors. Our movement has the endorsement of the Burlington D. C.

* * *

I. U. 912, Richmond, Ind.—We are

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submitting to the contractors of Richmond an agreement to take effect April 1 which calls for a minimum wage of 40 cents per hour; working hours to be nine per day and five on Saturdays. The existing rate is 35 cents per hour and a fifty-hour week. Trade prospects in this vicinity look encouraging and we are of the opinion that the contractors will admit the reasonableness of our demand and sign up.

* * *

L. U. 1591, Plymouth, Mass.—An increase in wages from 47½ cents per hour to 50 cents per hour is demanded by this Local Union, to become operative May 1. Present working hours are eight per day with Saturday half-holiday. Conditions in the trade are fair and the prospects of a successful outcome of this trade movement are good.

* * *

L. U. 790, Dixon, Ill.—A demand for an increase in wages of 5 cents per hour has been made by this Local Union, which will bring the scale to 50 cents per hour, and for shop or millmen 45 cents, new scale to take effect May 1. Working hours are nine per day and 53 per week. The prospects of obtaining this demand are favorable.

* * *

L. U. 59, Lancaster, Pa.—This local has voted to increase its minimum wage scale from 36 cents to 41 cents per hour and to reduce the working hours from 50 to 48 per week, same to become operative April 1. Trade conditions are normal and so far as can be judged there will be little difficulty in having our request complied with by the contractors.

* * *

L. U. 1676, Carey, Kas.—A movement has been started by this Local Union to establish a foreman wage scale of 50 cents per hour, same to take effect January 1. The present scale is 40 cents per hour and a forty-eight-hour week. Trade conditions in the district are not

very good, but we stand a fair chance of having our demand acceded to.

* * *

L. U. 603, Ithaca, N. Y.—An increase in the wage scale which would change the present rate from 43 to 45 cents per hour is being demanded by this Local Union. Working hours are eight per day. Conditions in the trade are good considering the season and prospects of obtaining this moderate demand are very favorable. New scale to become effective May 1.

* * *

L. U. 1103, Paragould, Ark.—At a recent meeting it was decided by unanimous vote to start a movement for an increase in wages from the present rate of 40 cents to 45 cents per hour (for journeymen carpenters), same to take effect April 1. We have a nine-hour working day and fifty-four-hour week. Conditions in the trade here are good and we expect to gain our demand without difficulty.

* * *

L. U. 1533, Higbee, Mo.—An increase in wages from \$2.56 to \$3.00 per day is being asked by the members of this Local Union, to take effect January 1. The current wages are 32 cents per hour and an eight-hour day. It looks as if we will have little difficulty in obtaining this increase. Conditions in the trade are fair considering the time of year.

* * *

L. U. 133, Terre Haute, Ind.—A trade movement for an increase in wages of 5 cents per hour and a Saturday half-holiday has been started by L. U. 133, to take effect when the present agreement with the contractors expires on April 30. The present wage scale is 45 cents per hour and an eight-hour day. Fair conditions exist in the trade and there is not much likelihood of any trouble in having our demands acceded to.

* * *

L. U. 305, Millville, N. J.—A trade movement has been started here for an increase in the wage scale to 41 cents

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per hour and a forty-four-hour week, same to take effect April 1. Present wages are 37½ cents per hour and the working hours are 48 weekly. Everything seems to point to a successful outcome of this movement. Conditions in the trade in the district are good.

* * *

L. U. 472, Ashland, Ky.—An increase in wages from the current scale of 35 cents to 40 cents per hour and a reduction in working hours from nine to eight per day are the principal features of a trade movement which has been started by this local, same to take effect April 1. The prospect of gaining these demands are favorable and there is hardly any likelihood of our having to strike to obtain them.

* * *

L. U. 518, Charleston, Ill.—We have decided to start a trade movement for a minimum wage of 50 cents per hour and an eight-hour day, same to become operative April 1. We are at present receiving 40 cents per hour and have a fifty-hour work week. Conditions in the trade in the vicinity of Charleston are fair and we do not anticipate very much difficulty in having our demands complied with.

* * *

L. U. 1562, North Wales, Pa.—The millmen employed by O. M. Weber & Co. have submitted a new agreement for the coming season calling for a minimum wage scale of 35 cents per hour, an increase of 5 cents per hour over the present rate. The working hours are 54 per week. We expect favorable action on the new agreement. Trade conditions are good. Our movement has the sanction of the Montgomery County D. C.

* * *

L. U. 492, Reading, Pa.—In submitting our new agreement to the contractors we are asking an increase in wages from the present scale of 40 cents to 45 cents per hour; 67½ cents per hour overtime, and 90 cents per hour for Sundays and all legal holidays. We have an eight-hour working day and the Saturday half-holiday. Conditions in the trade are

normal and the prospect of gaining our demand good.

* * *

L. U. 384, Asheville, N. C.—The members of this local intend to start a trade movement in the near future for an increase in wages of 5 cents per hour. The present rate of wages is 35 cents per hour and the working hours are eight per day. The new scale is scheduled to become effective May 1. Conditions in the trade are good at Asheville and the prospects of obtaining this demand without trouble are favorable.

Carnegie's Limitations

There are a great many men in this world, says the celebrated Gilbert K. Chesterton, and their sins are like the hairs of their head; and, also, like the hairs of their head, often difficult to disentangle. But there are few capitalists in this world; and they grow fewer and fewer as they grow stronger and stronger. And surely there can be very few so rounded and perfect as Mr. Carnegie. When the fable of the intelligent capitalist has taken in so many of his own slaves and martyrs, it is perhaps bearing heavily on human weakness to expect that the hero of it will not be taken in, too. And men like Carnegie have been disastrously encouraged in their delusion, not only by friends who took the wrong side, but by foes who took the wrong line. A man of this kind was called vulgar because his dress was loud or his connections low; because he dropped an aitch or would not drop an aunt. There is nothing necessarily uncivilized in any of these things. Dress for man was very gaudy in the best ages of aristocracy. And all the most refined nations of Europe have dropped their aitches for centuries.

No; what is wrong with the Carnegie sort of capitalist is none of these things vulgarly called vulgar. What is wrong with the capitalist is that he does not know that he is a capitalist. A curious cloud of vanity has settled on his brain, so that he thinks he is something quite

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different; a leader, a counselor, a person of importance. It is just as if a money lender got drunk (an incident of too rare occurrence) and began really to fancy he was a generous friend. A man like Carnegie lives in a fairy tale of flattery, which makes him fancy, in some strange way, that he is more than a money lender. But the modern capitalist, at his best, is merely a money lender; for the excellent reason that he has nothing else to lend.

The babyish and barbarian quality which men like Carnegie exhibit had a good name in Greek, of which the nearest translation is "impudence." Thus Mr. Carnegie would quite confidently give me his opinion about books; and would also (to do him justice) give me the books. He would accompany them with an encyclical explaining why I must not have Greek literature or English spelling. Now, suppose I collected all my old pocket knives and cork screws and broken nail scissors and old rusty bayonets and heads of assegais, and blunted table knives and broken bits of needles, and assured him they were very valuable pieces of steel. I should be wrong, because I know nothing about steel, and know I know nothing. But I know more about steel than Carnegie does about books. I know where it comes from; for instance, it comes from the iron. Carnegie does not know where books come from, or he would know that they come from the Greek. I know that the main difference between iron and steel is that steel has a temper; that it can be made to turn this way and that and recover its direction like a living thing. Carnegie does not know the main difference between old spelling and new spelling; which is that so long as words are full of tradition they are full of life, and can shed their errors; but if you begin a new pedantry, you have bent a bad bayonet you will never straighten again.

If he had read books instead of bestowing them; if he had read the best and plainest books on behalf of evolution, Huxley's, for instance, he would have known that evolution is going on; but it is our main business to resist it.

He would have realized that climate and condition can favor the lower animal, as they now favor the capitalist. Had he understood one good popular history, like Napier's "Peninsular War," he would have found that soldiers are gentlemen. If he had understood one popular novel like "The Newcomes," he would have known that gentlemen are soldiers. The trouble is that he knows nothing at all. He is only a capitalist. How are we to break it to him?

Brother Myers' Level in Demand

There has been an increasing demand for the Myers Straight Edge Safety Level, invented by Brother W. F. Myers, a member of Local Union 257, St. Louis, Mo. The level was patented August 11, 1908, and was the result of long and careful effort on the part of Brother Myers to perfect an up-to-date adjustable level which would withstand the rough usage that such have to undergo at the hands of carpenters and other building tradesmen. It is particularly adapted to the needs of carpenters in setting frames, jambs, partitions and leveling foundations. It may be obtained direct from the factory at 909 North 66th street, University City, St. Louis, Mo. The leading hardware stores in St. Louis handle it.

An Old Man's Job

When a young man sits on a bench in the park,

You're sorry—a little—for him.

But the future needn't be dreadfully dark

For a youngster with vigor and vim.

But the park-bench man who's the tragic man,

Who brings to the throat a sob,

Has a paper whose lines his dull eyes scan

In search of an old man's job.

Shoulders age-bent 'neath a shiny coat,

Face that is wistful and lined,

Weak, faded eyes, eager bent, to note

The pitiful chance they may find

In the paper held by the knotted hands

That shake a bit as they hold;

The chance is so little, he well understands

For a job for the man who is old.

Gray, scant hair, and a leg that drags

As he rises and limps away

With a half-born hoping that never flags

Till the close of a fruitless day.

Employer men, you are rushed, I know—

Your duties throng in a mob;

But give him, please, just a little show

Who asks for an old man's job.

—Miriam Teichner, in New York Globe.

State Council Activities



United Brotherhood of Carpenters State Councils

Connecticut—President, Wm. J. Sullivan, 147 Clay st., New Haven, Conn.; secretary, Geo. Chandler, 123 Greenwich ave., Greenwich.

Florida—President, Robert M. Marshall, Lakeland, Fla.; secretary-treasurer, Frank A. Mullan, Box 599, Tampa, Fla.

Georgia—President, A. M. Copeland, 128 Plum st., Atlanta, Ga.; secretary-treasurer, R. L. Singleton, 3 Gilmore st., Waycross, Ga.

Indiana—President, W. F. Wilson, 401 E. Southern ave., Indianapolis, Ind.; secretary, James L. Tate, 1009 Extension Main st., Evansville, Ind.

Iowa—President, J. H. Strief, Box 362, Sioux City, Ia.; secretary-treasurer, W. B. James, 609 North Fifth st., Cedar Rapids, Ia.

Louisiana—President, G. W. Moore, New Orleans, La.; secretary-treasurer, John C. Moore, Shreveport, La.

Maryland and District of Columbia—President, Jos. E. Wontiseth, 27 N. Mount st., Baltimore, Md.; secretary, A. E. Foltz, 612 N. Mulberry st., Hagerstown, Md.

Massachusetts—President, W. H. Walsh, Brookline, Mass.; secretary, P. Provost, Jr., 75 Bond st., Holyoke, Mass.

Michigan—President, F. C. Plambeck, 1101 N. 8th st., Saginaw; secretary-treasurer, J. E. Whittaker, 1317 W. High st., Jackson, Mich.

New Jersey—President, Samuel Botterill, 118 Main st., E. Orange, N. J.; secretary, John R. Burgess, 452 Hoboken ave., Jersey City.

New York—President, T. Gilmore, 21 Beaver Block, Albany, N. Y.; secretary, Chas. Flesler, 405 E. 86th st., New York City.

Northwest State Council—President, R. O. Rector, 975 Gladstone ave., Portland, Ore.; secretary-treasurer, J. F. Weatherby, 863 E. Sherman st., Portland, Ore.

Oklahoma—President, G. E. Warren, Route 7, Box 88, Oklahoma City; secretary-treasurer, D. N. Ferguson, 801 E. Broadway, Ardmore, Okla.

Ontario Provincial Council—President, James Marsh, 20 Jepson st., Niagara Falls, Ont.; secretary-treasurer, Tennison Jackson, 34 Applegrove ave., Toronto, Ont., Can.

Pennsylvania—President, D. A. Post, 416 S. Main st., Wilkes-Barre; secretary-treasurer, J. A. Ryan, 1712 S. 18th st., Philadelphia.

Quebec Provincial Council—President, Arthur Martel, 1399 St. Denis st., Montreal, Can.; secretary-treasurer, Pierre Lefebvre, 301 St. Dominique st., Montreal, Can.

Rhode Island—President, Clarence E. Briggs, 172 Division st., Pawtucket, R. I.; secretary, C. Clarkson, 1022 Main st., Pawtucket, R. I.

Texas—President, D. B. White, 1103 N. Travis st., Sherman, Texas; secretary, J. E. Proctor, 833 Columbia st., Houston, Texas.

Anti-Blacklist Law Reversed

The law passed by the State of Kansas making it illegal for employers to coerce or influence employes from joining a trade union on pain of a refusal of employment has been reversed by the U. S. supreme court in a very reactionary decision. The dissenting justices were Day, Holmes and Hughes.

Definition of a Trade Unionist

Wage workers, members in good standing of the union of the trade or calling at which they are employed, who realize as a fundamental principle the necessity of unity of all their fellows employed at the same trade or calling; who recognize the vital, logical extension, growth and development of all unions of all trades and callings, and who strive for the unity, federation, co-operation, fraternity, and solidarity of all organized wage earners who can and do subordinate self for the common good and always strive for the common uplift; who decline to limit the sphere of their activity by any dogma, doctrine or ism. Finally those organized wage workers who fearlessly and insistently maintain and contend that the trade unions, the trade union movement, are paramount to any other form of organization or movement of labor in the world. —Samuel Gompers.

They were talking about trees.

"My favorite," she said, "is the oak. It is so noble, so magnificent. But what is your favorite?"

"Yew," he replied.

Get busy and help advertise the trademark of your company. See that your local gets in line and procures some of the lead pencils that are going the rounds.

Craft Problems



Framing Pyramidal Roofs

(By Owen B Maginnis.)

Roof framing is a study well worth the attention of every carpenter. The roof illustrated and described in this article is one which occurs on many

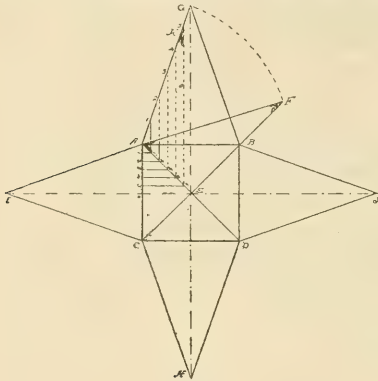


Fig. 1.

houses and cottages nowadays. It is one of a kind of tower roofs on a square plan, or as they are sometimes termed, "Pyramidal Roofs." A, C, D, F, Fig. 6, is the projection of the roof completed. A, C, D, B, Fig. 1, the plan of the roof on the plates; AE, CE, DE and BE, being the hips which form the shape of the roof or seats over AF, CF, DF, on Fig. 6, stand. The fourth hip over BE cannot be seen on the projection, Fig. 2.

In order to find the length of the hips produce the line E, B, indefinitely. Now set off measuring from E, the height of the peak to F, Fig. 2. Join AF, which will be the exact length of either of the four hips. In framing this roof it is best to let two opposite hips, as BE, and EC, on the same line abut against each other at the peak, and to cut off their thickness from the other two top or peak cuts, thus: If BE, and EC, be each two inches thick, then one inch will be cut off the peak cuts of AE and DE, which rest against them at E. This is done in

the same manner as every top cut of a rafter resting against a ridge must have half the thickness of the ridge cut from each rafter. The bevel at F, Fig. 1, is the bevel of all four top cuts and that at A, the bevel for the cuts on the plate. Concerning the jack rafters, the best way to determine their length is to set them off the plate as from A, to C, Fig. 1, then to draw a line as H, E, G, through E, parallel to AC or BD. With A as center and AF as radius, describe the arc FG, cutting the H, E, G, at G. Join G, A, and G, B. The triangle, or more properly speaking, the triangular surface G, A, B, will be the exact covering surface of the roof plane A, E, B.

From where the jack rafters come against the hip AE, draw lines parallel to E, G, and square to A, B, cutting A, G, as shown. The lines reaching from the plan line A, B, to A, G, will be the exact jack rafters and the bevel at K, will be the side cut against the hip, with

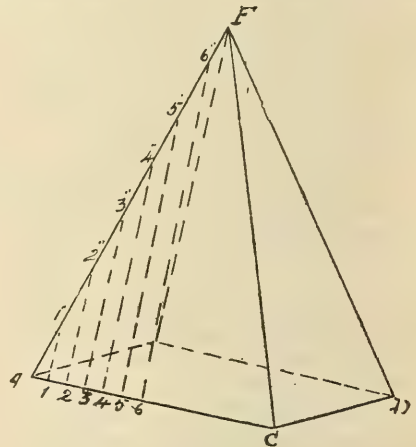


Fig. 2

the bevel at F, as the vertical cut, and that at K, the bottom, or plate cut.

The development of the covering for the remaining three planes of the roof is found by drawing the line I, J, through

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E, parallel to A, B, or C, D, then with B, as center and B, G, as radius intersecting E, J, at J, and joining J, B, and J, D; a similar process can be gone through to determine the points H and I, thus obtaining the four convexing planes.

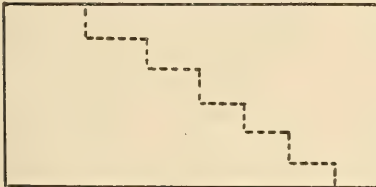
To prove the accuracy of this and the two previous roof problems before described, or in fact any roof problem, the plan should invariably be laid out to a scale, say one and a half inches to one foot. On a sheet of cardboard half an inch scale will do if the roof be very large, then to make a cardboard model. Here this can be done, and when the lines have been laid down as just described, the entire model may be made as follows: With a sharp pocketknife cut clean through the cardboard from A to G, from G to B, from B to J, from J to D, from D to H, from H to C, from C to I, and from I to A. Next make a slit half way through the cardboard from A to B, from B to D, from D to C, and from C to A. Proceed to fold the planes over the seats till they all join at the edges, thereby making a completed cardboard roof resembling Fig. 2, with the jacks and bevels in position, and with all the cuts fitting as they ought to.

Handy Step Block

(By D. Andrew McComb.)

Cut two pieces $\frac{3}{4}$ x4x8 inches, like No.

1. Cut another from an inch thick board



No. 1.

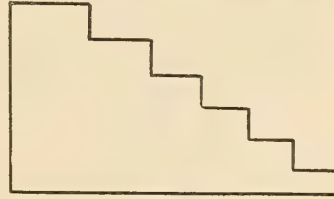
4x7 inches and make six steps, as No. 2.

Set the step piece, No. 2, between the other two pieces, No. 1, as indicated by the dotted lines, and nail them together, like No. 3.

Turn No. 3 over and drive two small spikes into the bottom near the front end, leaving an inch out, and file off the heads. Gimlet two holes in the bench to

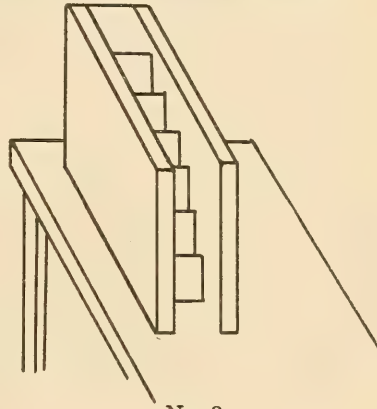
let in the nails. Make a little wedge 10 inches long with a thin point to wedge the board in the block.

When going to a job where there is no



No. 2.

bench, carry the block and wedge in the tool box. On the job get a plank or board 6 or 8 feet long, bore the gimlet holes, bump up against a studding and



No. 3.

you have a good temporary bench to hold casing or any kind of board on edge for planing or shaving. For heavy work cut pieces No. 1, 2x4x8.

A Mullion Window-Weight

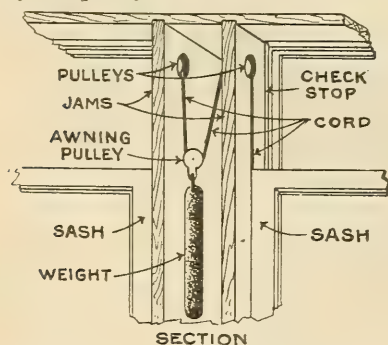
(By A. A. Stafford, L. U. 141.)

Hanging two sashes on three weights is nothing new, but as long as cord and weights are used it is a good idea, and possibly some young carpenters would like to know how it is done. The object is to lessen the width of the mullion casing and get the windows nearer together.

To do this use one weight in the mullion for two sashes (see drawing). It must weigh the same as one sash. Then use a $1\frac{1}{2}$ -inch awning pulley with eye; fasten the eye to weight with wire, then run the cord through the pulley from one

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sash to the other. Be sure to have cord the right length, so when the inside two sashes are down the weight will be near the jamb pulleys.

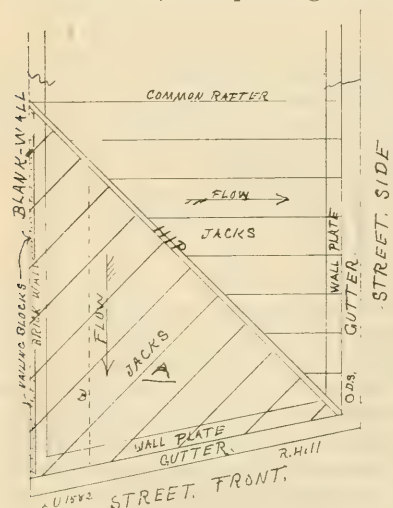


And the reverse for top sash. Two inches between jams in ordinary window frames is sufficient for weights hooked up in this manner.

A Point in Roof Framing

(By Rowland Hill, L. U. 1582.)

We sometimes come across a job of rafter framing, on a building corner, that is out of square. The plan herewith shows a hip running from front corner across entire building and resting on the blank brick wall, roof pitching to front



and side, showing a level cornice all around. If you rafter up the front section "A," as shown by the dotted line "B," you will have a very bad twist in

the roof, as each jack will have a different pitch, consequently a quality of work not creditable to a union carpenter. But if you will follow the method shown here you will not be ashamed of your work. Run jacks square from the hip to wall plate as long as they hit the plate then onto brick wall, following up the rake; cut down ends of rafters so as not to show any wood below verge board. Nail 2x4-inch blocks between rafter ends on brick wall to nail sheathing to and a straight piece of work will be the result.

The writer would be pleased to help any brother having a need for assistance, in solving rafter problems, through The Carpenter.

Framing Hexagonal Roofs

(By Owen B. Maginnis.)

Carpenters will see at Fig. 1 the top and side views of a hexagonal or six-sided tower roof, or one which has a

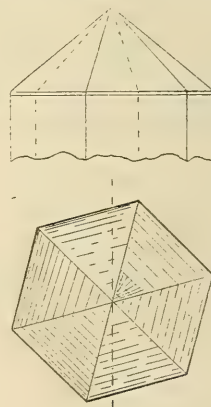


Fig. 1

wall plate running round on six walls as shown, the dotted lines representing the angle lines of the hexagonal figure. The completed roof with the tin or shingle on, will appear as shown on the lower sketch.

In order to frame this roof the following system should be used:

At Fig. 2 proceed to lay out on a board to a scale of 1½ or 3 inches to the foot the plan of the wall plates (on the

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outside line) A, B, C, D, E, F, and join the intersections of the sides as A, D, B, E, and C, F; passing through the center G. This gives the seats of the hip rafters A G, B G, C G, D G, E G and F G, six in all. To find their exact length square up from E, G, as G, J. Lay off also to the same scale the exact height in feet of the pitch or rise of the roof from G, to J, and join J, E, which

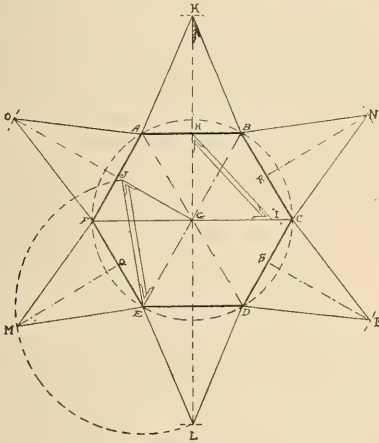


Fig. 2

line will be the exact length of the hip rafter as seen in the diagram with the top and bottom bevels necessary for the cuts, these being given at once without any uncertainty.

To find the length of the common rafter to stand over H, G, set off the pitch G, I on G, C, equal to G, J, and join H, I, for the length. This rafter is rarely used on roofs of this class, except when they are of large area, as only the jacks are requisite, especially on modern frame houses where they seldom exceed eight feet in width, thus requiring short rafters.

To develop this roof take a pair of compasses, and with E, as center, and radius E, J, describe the arc J, M, L, cutting H, C, produced in L. Join E, L, and D, L, which will give the triangle E, L, D, the covering over the plan E, G, D, on the pitch or rise G, J. Bisect or rather divide E, F, into two parts at Q. Square up from Q, cutting the arc J, M, L, at M. Join M, E, and M, F.

The triangle E, M, F, will lie over E, G, F. The remaining four triangular developments or coverings can be laid out from the foregoing by making J, O, H, K, R, N, and S, P, equal in length to Q, M, or a simpler method would be to take G, as center with G, M, as radius, and describe short arcs, cutting O, K, N, and P, thus giving the exact lengths at one sweep and insuring their being alike so as to meet at the center G, when folded.

The side bevel at K will make the top cuts on the jack rafters fitting against the hips, the bottom cuts fitting on the plates being the bevel at H.

Almost every mechanic knows how a hexagon or six-sided figure is struck out, still in case there should be even one student who is at sea in regard to it, I repeat the method of doing so here. The diameter or length from angle to angle is usually given, or, if not, is easily found by joining the angles as before described. Now, to lay out any hexagon, draw any line as F, C, and divide it into two equal parts at G. With G center and radius G, F, strike the circle A, B, C, D, E, F. Now take a pair of dividers (sharp points on both legs) and from C, with one point on C, space out the six distances C, B, B, H, A, F, F, E, E, D, and D, C. Draw the lines as shown for the outline of the hexagon.

In regard to framing an octagonal or eight-sided roof, the same methods as have been described above can be safely followed with the exception of laying out the octagon itself, which can be done in any of the numerous ways now in use.

When the plan of the plate has been laid down the angles are joined and the pitches raised up in the same manner as for a hexagonal roof. Likewise with the development of the planes. They can be similarly found.

When cutting out the model of these roofs (after laying the lines out on a sheet of cardboard, should any reader care to do so) the model can be made in this way.

With a sharp penknife or chisel cut entirely through the sheet from A, to K,

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K, to B, and so on around each outside line until the piece drops out in the form of a six-pointed star. Next make a slit through the plan lines as A, B, B, C, etc., and proceed to fold the sides up until the points O, K, N, P, L, and N, all meet over G, and each hip as E, L, etc., will be in their exact place, exactly over its seat, and the cuts will all fit as contemplated, thus proving the accuracy of the system.

Old-Fashioned Tools and Modern Methods

(By E. H. Clark.)

I saw a gang of carpenters the other day doing inside finish, and there was no work bench on the job. Men were struggling with doors trying to dress the edges with not even a jack to hold them. How they could accomplish anything satisfactorily was beyond me. There is necessarily a great deal of bench work always to be done, both inside and outside. For instance, did you ever try to plane an unglazed sash and hold it with your hand? By all means take a good bench with you—it will pay. It is a fact, of course, that, as a rule, we want to get through a job as quickly as possible; and that is pretty certain to mean that some details of the work, which should go to make a first-class job, are neglected in the rush.

There are a few modern inventions in the tool line that are intended for labor and time savers. A great many of them fill all the requirements. Then there are some that save time and labor at the expense of good work. A simple little appliance is the shingling gauge. But do you know that if I wanted a nice job of shingling done I would bar the gauges? If only two men are roofing, and understand their business, they will do very well; but, put four or five men on a long stretch and there is no uniformity to it. True, you can put on more, but can you do it as neatly as you can by the line method?

Now a word with regard to old-fashioned tools. The fore plane of long ago can do better work by far than its modern brother, which is shorter and lighter.

It has the length which is so vital to good work. Common sense teaches that the greater the bearing or reach of a plane the more efficient it is in straightening a piece of timber. There is a great demand among carpenters for the old-time fore plane. Craftsmen of long ago used them, and they did fine work. In wrecking some of the old poplar houses built by our fathers, pick up almost any part of the frame or casing and you have a perfect straight edge. A careful eye and the long fore plane did it! No matter how careful you are you cannot straighten a piece of timber perfectly with a short, light plane.

Another very useful, but now discarded, tool is the splitting gauge. How much truer and how much more easily and quickly can you split a weatherboard or other light material with this obsolete tool than with the saw or knife.

I do not mean to be old-fashioned in my methods; not by any means. But I will use an antiquated tool or method when I know they will get better results and be more efficient. Of course there are legions of modern tools that are wonders, and I have some of them, and buy more when I can afford them. But the point I am aiming at is this: A great many antiquities in the tool line will do better work than some of the later and prettier pattern tools that have crowded them out.

The slogan should be, "good work at all times and on all occasions." Do not sacrifice good work for the sake of modern methods, which generally means speed, and speed means neglect.

The Boy and the Trade

The Eagle Magazine, the official publication of the Fraternal Order of Eagles, has recently been publishing a series of instructive articles setting forth the conditions under which boys may expect to succeed at the various trades. One of the most interesting of them was that setting forth the average boy's chances at the carpenter trade, from which we quote as follows:

"If a boy came to you and asked you

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about carpentry as a trade for him to follow," I inquired of a successful contractor, "what would you tell him?"

The contractor swung about in his chair and faced me squarely.

"I'd ask him first if he was sure he wanted to be a carpenter," he said. "No one can make a good carpenter—or a good plumber, or a good lawyer, or a good preacher, for that matter—if he doesn't believe that carpentry—or plumbing, or the law, or the ministry—is the only thing in the world for him. Then, if I found that he had the desire for the trade strong in his heart, I'd say to him, 'Go ahead.' Of course, he'd have to be a strong boy—healthy, and sturdy of build; for carpentry means heavy work and exposure to the weather. And he'd have to be fearless—absolutely fearless. Nailing shingles on a roof isn't a dangerous job for a man who is level-headed and sure of himself; but the man who is nervous and afraid is likely to fall off and get killed. We put courage into 'em, though," he added with a smile. "If a boy has any 'stuff' in him at all, he'll not be afraid of anything by the time he's through with his apprenticeship."

"What about education," I asked. "Need he have much or little?"

"He can get along with none," said the contractor. "I have one carpenter working for me who is a splendid workman, but who can't so much as write his own name. However, that man will never be able to advance a peg further than he is. And even he is an exception. Most of the uneducated fellows we employ can do only what we call rough carpentry, that is, erecting scaffolding, making boxing for concrete, and the like. The really efficient carpenter ought to be able to figure out things for himself and perhaps to do a little drafting. And the boy who wants to rise in the trade—who wants to become a contractor, perhaps—must have some education back of him."

"Of course, that doesn't mean that he must be a college graduate," he continued. "I didn't have much regular schooling, for instance. But I studied by myself. I started to work before I was

fourteen—they didn't have child labor laws in those days. I got a dollar and a quarter a week—and I earned it, too. Our days weren't always eight-hour days. Every spare minute I had a pencil in my hand, drafting and figuring. After a while I could do things that some of the other fellows couldn't. And after a while longer, I owned my own business."

This contractor is not by any means an exception. A large number of the successful contractors and builders of today started out as carpenters' apprentices. As in many other trades, it is the man who knows the work from the ground up that most often proves the one best equipped for the position at the top. Of course, every boy cannot look forward to some day owning his own business; but the lad who takes up carpentry may be sure at least of equipping himself with a good trade—one that is useful and highly respected. He may be sure, too, of work that is, as a rule, healthful and, for the efficient workman, well paid and reasonably steady.

Most of the objections one hears to the trade are based on its irregularity. As a matter of fact, a large number of days are lost to the carpenter each year as a result of bad weather. Sometimes a lull in building keeps men out of employment for weeks at a time. However, contractors are unanimous in declaring that the really efficient workman is rarely without work. When a regular job is lacking him, the enterprising man finds bits of repairing to do. Many carpenters have small workshops where they make shelves or deal tables and repair furniture. So, although the irregularity of the work is a manifest disadvantage, it is one that can often be successfully combated.

In reality, there are three branches of the carpentry trade, mill-work, general carpentry and cabinet-making. Only the first two come under the head of this article; for the third is really a trade in itself and should be treated as such.

In a planing mill a boy learns how to construct the various manufactured pieces used in building, such as door and

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window frames, wainscotings and moldings, balustrades and cupboards. Sixteen is the usual age for apprenticeship, though in a few mills, particularly in the smaller towns and cities, where the unions are not strong, boys are engaged at fourteen to run errands or to carry lumber and tools to the workmen. Since much of the work is machine work, the wages paid in a mill are lower, as a rule, than those paid for general carpentry. The work is, however, clean and not over-heavy; and it lacks, largely, the element of danger involved in building. Moreover, according to one contractor, even if a boy does not intend to remain at the mill permanently, it does much to fit him for general carpentry. The knowledge he will gain there of the manufactured parts of a building will prove good preliminary training for the position of interior finisher—one of the highest-paid positions in the trade.

However, some contractors contend that the boy who intends to become a general carpenter should start "on the job," working with the men and picking up from them every bit of knowledge he can. There is nothing, they say, like getting used to climbing about the unfinished building at the start. Ordinarily, no boy who is under sixteen will be engaged on construction work. Under the union rules prevalent in Chicago, he must not be over seventeen at the time of his apprenticeship, though many carpenters elsewhere prefer not to hire apprentices under eighteen or nineteen, believing that an older boy is steadier and surer of his own mind than a sixteen-year-old lad.

The apprentice on a construction job is first put to work at carrying tools and lumber to the carpenters. He is paid about six or seven dollars a week for this. Gradually, as he gets more used to climbing ladders and walking beams, he is sent to the higher portions of the building. He gets a chance to learn by observation practically every phase of the carpentry work that goes into a building; then he is allowed to try out what he has learned. His first tasks

usually consist of sawing boards to the proper length and squaring joists. One by one he learns the more difficult branches of the work, until, at the end of three or four, or, in some cases, five years of apprenticeship, he is a full-fledged carpenter. During this time his wages have been gradually increasing until, as a journeyman, he earns from thirty to fifty cents an hour, according to his ability.

Generally there is some special portion of the work that a man is best fitted to do, but there is very little real specialization in the trade. Of course, there are some men who never get beyond the stage of rough carpentry; others—the best workmen—are employed almost exclusively in interior finishing; that is, the laying of floors, the putting in of wainscotings, molding and cupboards, the hanging of doors, and the like. It is in this work that the knowledge gained in a planing mill proves most valuable.

If a boy wishes to be successful he must learn the trade from A to Z. Then success will depend entirely upon his steadiness and persistency. The boy of the coming generation will have more to compete with than his father and grandfather, who rose from the position of carpenter to that of contractor; for many of the best places in building construction are being filled by men with college training. However, the lad who has laid a firm foundation during the years he has been able to go to school may add greatly to his knowledge after he has started work. He may study some of the practical treatises on his trade that are to be found in all public libraries; he may take courses in mechanics and kindred subjects at night school, or from some reliable correspondence school. Perhaps he will have a chance to attend one of the carpenters' schools to which the union in some places—Chicago among them—requires each employer to send his apprentices during three months of the year. With his practical experience to back him, the young carpenter who has studied will be able to rank fairly in construction work with graduates from

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technical and engineering colleges.

"What of the things a boy learns in school will help him most in carpentry?" I asked one of the contractors with whom I talked.

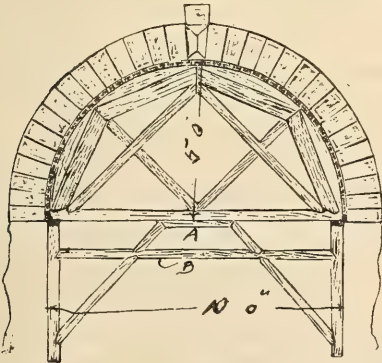
"Anything and everything he can learn will help him," was the reply. "He can't have too much schooling. Of course, mathematics and drawing will prove invaluable to him, and the manual training that so many of the schools offer is of great practical benefit. But all of his studies will be of some assistance to him. And if he is ambitious to succeed, he will have to make up his mind to keep on studying after he leaves school. If you want to get along nowadays you've got to keep abreast of the times, or your job will get ahead of you."

Carpentry for Concrete

(By O. B. Maginnis.)

In these days when concrete is playing so prominent a part in building construction, it behooves carpenters to keep in touch with the trend of the times, so we will from time to time publish different designs and schemes of forms which may serve to assist readers in comprehending and working out these details.

The attached sketch shows the framing of a form for a heavy concrete arch



in bridge work, which is an excellent scheme for carrying great weights. On account of the dead load of reinforced concrete to be sustained the timber structure was trussed after the manner shown in the diagram—the tie piece at the spring

line; a 4x10-inch timber being framed, mortised and tenoned to receive the thrust of four 4x10-inch bearers placed in compressed cut to octagonal joints at the intersections. On top of these, curved templets were nailed which in turn received the lagging or battens, above, on which the concrete was poured. To counteract the center thrust at A and prevent subsidence of the tie beam, also to avoid the use of suspension bolts, the framing under A was introduced by inserting the unusual angular struts on right and left as seen. These abutted against the bolster at A, halving into the spreading brace B, which prevented the uprights or shores from buckling or springing.

The whole job in which all the timbers are, with the exception of the horizontal tie beam, in the strain of compression is an excellent and somewhat unusual form of constructive carpentry and did the greatest credit to the union men who executed it.

There were many of these frames as the arches were serial, and above them was a double track railroad, the vibration of which, demanded the greatest care in the workmanship and the very best material to insure the surest statics and safety.

Slot Machine Unionists

Some workers look on their trade union as a slot machine. They think that by putting in 50 cents a month, \$6 a year, for instance, an eight-hour day and an increased wage scale will automatically result.

A trade union is not a thing itself.

Men talk about their union as if it were separate, distinctly apart from themselves. They growl about the union. They note its shortcomings and overlook entirely their obligations and its failures.

They fail to see that they themselves are the union and only as they live and talk and act as union men will the union prospects be what it is intended for—simply an instrument to make possible a collective action of workers.—Baltimore Trade Unionist.

Für Unsere Deutschen Leser



Vericht des Zusammenstellungs-Komitees über die Generalbeamtenwahl.

Indianapolis, den 23. Januar 1915.

An den General-Präsidenten James Kirby:

Werter Herr und Bruder: — Das, von der achtzehnten General-Konvention behufs Zusammenstellung des Resultates der Generalbeamtenwahl erwählte Komite, organisierte sich am 15. Dezember 1914, vormittags im Hauptquartier. Thos. Gilmore wurde als Präsident und E. H. Neal als Sekretär erwählt und unterbreiten wir nun unseren Befund gemäß Sektion 24 der General-Konstitution.

Die offiziellen Wahlberichte, mit uneröffneten Couverten, wurden uns durch General-Sekretär Duffy eingehändigt. In einigen dieser Couverten waren zugleich Checks, Bankanweisungen und Finanzberichte mit eingeschlossen, welche letztere dem General-Sekretär zurückgegeben wurden.

In dieser Verbindung erlauben wir uns die Finanzbeamten der Lokal-Unions zu ermahnen in Zukunft ihre finanziellen Geschäfte mit der General-Offize nicht unter Benutzung dieser, einem speziellen Zweck dienenden, Couverten abzuwickeln, welche zu öffnen dem General-Sekretär verboten ist.

Folgende Kandidaten wurden erwählt:

James Kirby General-Präsident
W. L. Hutcherson 1. Gen.-Vize-Präsident
Arthur Quinn 2. Gen.-Vize-Präsident
Frank Duffy General-Sekretär
Thomas Neale General-Schatzmeister
L. M. Guerin G. C. B. 1. Distrikt
D. A. Pojt G. C. B. 2. Distrikt
John S. Potts G. C. B. 3. Distrikt
James P. Ogletree G. C. B. 4. Distrikt
Harry Blackmore G. C. B. 5. Distrikt
W. A. Cole G. C. B. 6. Distrikt
Arthur Martel G. C. B. 7. Distrikt

Nach reiflicher Erwägung verwarf das Komite das Votum der L. U. 231 weil laut deren Bericht für jeden der Generalbeamten 55 Stimmen abgegeben, aber 85 ausgefüllte Stimmzettel eingesandt wurden, was gegen

Sektion 24 der General-Konstitution verstößt. Unter'm 5. Januar berichtete der Sekretär der L. U. 231, daß zwei ihrer Mitglieder die Namen der Kandidaten auf 30 Stimmzettel ausgestrichen hätten.

Aus demselben Grunde kam das Komite überein das Votum der L. U. 676 zu verworfen. Ueber dieses Votum wurde eine Erklärung verlangt und wurde diese dahin beantwortet, daß sich nach der Wahl noch 4 Stimmzettel in dem Gut vorgefunden hätten.

Auf dem Wahleresultatsformular der L. U. 373 befand sich ein Kreuz hinter den Namen der ersten vier Kandidaten während die Stimmzettel 11 abgegebene Stimmen repräsentierten. Auf diese Weise kann der Wille der Abstimmenden nicht zum Ausdruck kommen und dieses Wahleresultat wurde als fehlerhaft eingetragen.

Das Votum der L. U. 755 wurde nicht anerkannt, da auf dem Formular nur eine Stimme für jeden Kandidaten registriert war. Eine, dem Formular beigelegte Bemerkung, enthält die Angabe, daß 57 Mitglieder für dies Verfahren stimmten und Niemand dagegen.

L. U. 1687 gab 28 Stimmen ab für jeden der zwei Kandidaten für Mitglieder des General-Exekutiv-Boards für den ersten Distrikt und 36 Stimmen für die zwei Kandidaten des siebenten Distrikts. Diese L. U. hatte nur zwanzig gutstehende Mitglieder im November.

Folgende Lokal-Unions schickten unausgefüllte Formulare ein: L. U.'s 845, 1477, 1711, 2547, 2549 und 2634.

Auf Anordnung des Komitees wurde in den Akten vermerkt, daß L. U. 575 auf einen Irrtum in ihrem offiziell einberichteten Votum aufmerksam gemacht wurde aber das Gesuch um Berichtigung unbeachtet geblieben sei.

Eine große Anzahl der Lokal-Unions machten keine Angaben über das Datum ihrer Wahl. In jedem dieser Fälle wurden unausgefüllte Aussageformulare (Affidavits)

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eingesandt und viele dieser waren nicht von einem Notar beglaubigt.

Stimmengahl.

Für General-Präsident.

James Kirby 38,759

Für 1. General-Vize-Präsident.

William L. Hutchison 38,144

Für 2. General-Vize-Präsident.

Arthur A. Quinn 37,837

Für General-Sekretär.

Frank Duffly 38,340

Für General-Schatzmeister.

Thomas Neale 37,656

Für G. E. V. Mitglieder.

Erster Distrikt.

E. M. Guerin 28,981

Walter S. MacPherson 11,952

Zweiter Distrikt.

D. A. Post 36,445

Dritter Distrikt.

John G. Potts 36,662

Vierter Distrikt.

James P. Ogletree 36,815

Fünfter Distrikt.

Harry Bladmore 36,553

Sechster Distrikt.

W. A. Cole 36,234

Siebenter Distrikt.

Arthur Martel 31,675

R. Lynch 8,672

Achtungsvoll unterbreitet,

Das Zusammenstellungs-Komite:

Thos. Gilmore, Präsident.

Julius Scharnek,

W. E. Hemfell,

Frank Davison,

E. G. Neal, Sekretär.

Bericht des General-Präsidenten Kirby für das am 31. Dezember 1914 beendete Vierteljahr.

An die Mitglieder des General-Exekutiv-Board — Grüßel

In meiner Berichterstattung über meine

Tätigkeit seit Ihrer letzten Sitzung möchte ich folgendes bemerken: In meiner Eigenschaft als Delegat zur A. F. of L. war ich in deren letzten Konvention in Philadelphia anwesend. Die Sitzungen dieser Konvention nahmen zwei Wochen in Anspruch und ein vollständiger Bericht unserer Delegaten über deren Verhandlungen ist in der Dezember-Ausgabe des „Carpenter“ erschienen.

Wie in diesem Berichte (Seite 26 des Dezember-Carpenter) zu ersehen ist, wurde die Streiffrage zwischen den Amalgamated Sheet Metal Workers und den Carpenters, in der es sich um die Ausstellen von Metall-Trim handelt, an ein Komite verwiesen bestehend aus Sam Gompers, Präsident der A. F. of L.; Williams, Präsident des Bau-Departements; Hynes, Präsident der Amalgamated Sheet Metal Workers, und meiner Wenigkeit. Dem Rufe Präsident Gompers folgend, trat das Komite am 6ten Januar in New York in Sitzung um erhaltene Empfehlungen womöglich auszuführen, nämlich: über die umstrittene Arbeit eine Untersuchung vorzunehmen und einen Plan vorzubereiten auf Grund dessen eine Schlichtung der Streitigkeit auf freundschaftlichem Wege erzielt werden könnte.

Um diese Aufgabe womöglich zu lösen wird das Komite am 3. Februar in Chicago zusammenkommen und seine Sitzungen in verschiedenen anderen Städten fortsetzen.

In den letzten drei Monaten des Jahres 1914 war wohl die größte Geschäftskodung der letzten Jahre im Baugewerbe zu verzeichnen. Gerade als die Aussichten für einen flotten Geschäftsgang am günstigsten waren, brach der Krieg in Europa aus und brachte uns industriellen Niedergang und unerhörte Arbeitslosigkeit im ganzen Lande. Selbstverständlich blieben auch die Baugewerke von der Wirkung dieses Niedergangs nicht verschont und so wurden bedeutende beabsichtigte Arbeiten, für die Kontrakte bereits vergeben waren, wieder ausgetilgt, wodurch vielen unseren Mitgliedern die Arbeitsgelegenheit entzogen und sie das Pflaster treten mußten. Ich habe unsere Local-Unions dringend ermahnt jedes gesetzliche Mittel in Anspruch zu nehmen um ihren arbeitslosen und bedrängten Mitgliedern beizustehen damit sie der Organisation erhalten bleiben. Allerdings wird trotzdem ein bedeutender

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Verlust an Mitgliedern, denen es unmöglich ist ihren Verpflichtungen nachzukommen, nicht zu vermeiden sein.

Um so erfreulicher ist es konstatieren zu können, daß sich seit Beginn des neuen Jahres die Aussichten für eine Wiederbelebung des Geschäftsganges im Baugewerbe merklich gebessert haben; viele Kontrakte sind seit dem 1. Januar vergeben worden.

Der lange und bittere Kampf in den die Mitglieder unserer Organisation in Stockton, Cal., verwickelt waren ist endlich durch Eingehen eines Vertrages zwischen der M., M. & C. Association und den Gewerkschaften dieser Stadt beendet worden. Während besagter Vertrag an sich vielleicht nicht schwer in die Waagschale fällt, ebnet er doch den Weg zur Wiederherstellung normaler Zustände. Meiner Ansicht nach werden unsere Mitglieder, wie diejenigen anderer Baugewerke Stockton's, die Früchte ihrer Ausdauer in diesem Kampfe in absehbarer Zeit ernten können.

In Punkto Grenzreitigkeiten, waren diejenigen mit den Amalgamated Sheet Metal Workers die empfindlichsten. In dieser Streitfrage hat bis jetzt unsere Organisation die Oberhand behalten. An vielen Orten haben unsere Mitglieder in der Frage eine energische Stellung eingenommen für die ihnen Lob gebührt. Indessen zögere ich nicht die Hoffnung auszusprechen, daß diese leidige Streitfrage recht bald geschlichtet sein möge.

Angeichts der gegenwärtigen Geschäftssituation sah ich mich veranlaßt die Zahl unserer Organisatoren während den Wintermonaten auf die Hälfte zu reduzieren, ein Schritt den mir die Verhältnisse aufzwangen und den ich bedauere. Es ist sehr leicht einem Arbeitsgesuche zu entsprechen, aber einen Angestellten zu entlassen, gegen dessen Dienstleistung man absolut nichts einzuwenden hat, ist ganz und gar eine andere Sache. Jeder der Entlassenen hat sich während seiner Dienzeit völlig bewährt; doch sah ich keine Möglichkeit die volle Zahl der Organisatoren zu beschäftigen, da für die Hälfte derselben jetzt absolut keine Gelegenheit ist sich im Organisationswerk zu betätigen.

Wie sich unser Mitglieder erinnern werden, haben die Holzbildhauer von Amerika vor einiger Zeit ihrer Mitgliedschaft einen

auf Anschluß an unsere Bruderschaft hinzielenden Vorschlag unterbreitet. Ich bedauere, daß dieser Vorschlag mit kleiner Majorität niedergestimmt wurde; bin indessen der Ansicht, daß in kurzer Zeit, bei einer weiteren Abstimmung, das Resultat das umgekehrte sein wird und sich die Holzbildhauer doch noch unserer Bruderschaft anschließen werden.

Auch habe ich vor einigen Monaten in meinem Berichte an den Board erwähnt, daß zwischen der General-Offize und dem United Order der Womakers und Sawyers von Amerika, Unterhandlungen betreffs Anschluß der letzteren an unsere Bruderschaft im Gange seien. Deren Vertreter wurde ein diesbezüglicher Vorschlag gemacht den sie auch versprochen ihrer Mitgliedschaft zu unterbreiten. Leider aber habe ich bis heute keine weitere Nachricht hierüber erhalten und nicht erfahren können ob sie dem Versprechen nachgekommen sind oder nicht.

Seit mehreren Jahren herrschen Zwistigkeiten und Reibereien zwischen dem Providence, R. I., und dem Pawtucket Distrikt-Council, was darauf zurückzuführen war, daß das Territorium des einen an das des anderen anstößt. So kam es, daß Mitglieder beider, einmal hier, einmal dort, arbeiteten und häufig mit den Gewerksregeln des einen oder anderen in Konflikt gerieten. Nach reiflicher Erwägung und Untersuchung der Situation kam ich zu dem Schlusse, daß dauernder Frieden nur durch eine Verschmelzung beider Councils hergestellt werden könne. In diesem Sinne wurden Organisator Millets Instruktionen erteilt. Die Local-Unions beider Distrikte wurden angewiesen eine Versammlung abzuhalten und die Verschmelzung wurde zur Tatsache. Ich bin überzeugt, daß diese Wendung zu harmonischem Zusammenarbeiten und zu engeren Beziehungen zwischen den Mitgliedern dieses Distrikts führen werden und daß die Reibereien nun gänzlich beseitigt sind.

Besonders in den letzten drei Monaten, wie übrigens immer, war ich bestrebt, unsere Local-Unions von abwendbaren Umständen abzuhalten und habe sie ermahnt, Konflikte mit den Arbeitgebern zu vermeiden. Während ich stets die Unterstützung anderer Gewerke in Kämpfen mit dem Unternehmertum befürworte, halte ich es doch für geboten, daß wenn sie Hilfe seitens der

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Carpenter wünschen, sie sich dessenhalsben an die General-Offize wenden.

Wenn dies geschieht sind wir in der Lage unsere Mitglieder zu beschützen und zugleich die hilfessuchenden Gewerke zu veranlassen, Methoden anzuwenden die zu einer Schlichtung der Differenzen führen. Dies ist uns tatsächlich in mehreren Fällen gelungen und wurde auf diese Weise eine Arbeitseinstellung verhütet. Wie in der Vergangenheit, werde ich auch in der Zukunft bestrebt sein allen Organisationen beizustehen die sich zur Gegenleistung verpflichten.

Dieser Versammlung des General-Exekutiv-Boards werden zahlreiche Gesuche um finanzielle Unterstützung zugehen, ich warne daher vor Geldbewilligungen für Distrikte, in denen unter gegebenen Umständen keine Aussicht für Erringung besserer Arbeitsbedingungen vorhanden ist. Es ist absolut unmöglich irgend einen Distrikt zu organisieren während einer Geschäftsstockung wie die jetzige und besonders nicht während dem laufenden und dem Monat Februar.

In der Hoffnung, daß der Board meine Tätigkeit während des verflossenen Vierteljahres gutheißen wird, zeichnet

brüderlichst,

James Kirby, General-Präsident.

Es wurden auf britischen Gruben im Jahre 1913 über und unter Tag 1,742 Männer und Knaben getödtet. Die Arbeiter machen die mangelnde Bergwerksaufsicht dafür verantwortlich.

Nach einem Vortrag des Pfarrers Baumgartner in Bern, ist die Schweiz dasjenige Land, das am meisten Heimarbeiter aufweist. 72 Prozen aller Heimarbeiter sind Frauen. Etwa 25,000 Kinder unter 14 Jahren sind ebenfalls daran theilhaft.

Das Versicherungs-gesetz für die Seelente in Italien, das für andere Arbeiter noch keine Alters- und Invaliditäts-Zwangsversicherung besitzt, ist am 1. Januar dieses Jahres in Kraft getreten. Das am 22. Juni erlassene Gesetz schafft einen Alters- und Invaliditäts-Vorsorge-schuh.

Die staatliche Versicherungsbank von Uruguay hat nunmehr das Vorrecht erhalten, alle Arbeiter-Versicherungs-Policen für die Republik Uruguay auszusprechen. Diese Bank hat ein ausschließliches Monopol auf alle Formen der Unfall-Versicherung. Das Unfall-Versicherungs-wesen ist in Uruguay also ein staatliches Monopol, mit der genannten Bank als Trägerin der Versicherung.

A Pertinent Thought

What! you perhaps think, "to waste the labor of men is not to kill them." Is it not? I should like to know how you could kill them more utterly—kill them with second deaths? It is the slightest way of killing to stop a man's breath. Nay, the hunger, and the cold, and the little whistling bullets—our love-messengers between nation and nation—have brought pleasant messages from us to many a man before now; orders of sweet release, and leave at last to go where he will be most welcome and most happy. At the worst you do but shorten his life, you do not corrupt his life. But if you put him to base labor, if you bind his thought, if you blind his eyes, if you blunt his hopes, if you steal his joys, if you stunt his body, and blast his soul, and at last leave him not so much as to reap the poor fruit of his degradation, but gather that for yourself, and dismiss him to the grave, when you have done with him, having, so far as in you lay, made the walls of that grave everlasting (though, indeed, I fancy the goodly bricks of some of our family vaults will hold closer in the resurrection day than the sod over the laborer's head), this you think is no waste, and no sin!—Ruskin's "Crown of Wild Olive."

An Irishman and a Scotchman were walking down the street together and the Irishman told a rather impossible story.

"Hoot, mon, hoot," said the Scotchman.

"Hoot yersilf," responded the Irishman. "Oi'm no owl."

Département Français



Rapport du Comité Chargé de Compter le Vote Pour l'Élection des Officiers Généraux

Monsieur James Kirby, Président général:

Cher Monsieur et frère—Le comité élu à la dix-huitième convention générale pour compter le vote pour l'élection des officiers généraux, s'est réuni au siège social le 15 Décembre, 1914, et a élu comme président du comité Thomas Gilmore, et comme secrétaire, E. H. Neale.

Conformément à la Section 24 de la constitution générale, nous avons l'honneur de vous présenter le rapport ci-dessous:

Les ballots contenus dans des enveloppes cachetées nous ont été remis par le Secrétaire Général Duffy. Quelques-unes de ces enveloppes contenaient des chèques, rapports, financiers, etc; nous les avons donnés au Secrétaire Général Duffy et en conséquence nous recommandons que les officiers des unions locales veuillent bien conduire leurs affaires officielles et financières de toute autre façon plutôt que d'envoyer leurs rapports, chèques, etc., dans les enveloppes contenant les ballots des élections que le secrétaire général n'a pas le droit d'ouvrir.

Ci-dessous les noms des candidats qui ont été élus:

James Kirby, président général.

Wm. L. Hutcheson, 1er. Vice-Président général.

Arthur Quinn, 2ème. vice-président général.

Frank Duffy, secrétaire général.

Thomas Neale, trésorier général.

T. M. Guerin, C. E. G., District No. 1.

D. A. Post, C. E. G., District No. 2.

John H. Potts, C. E. G., District No. 3.

Jas. P. Ogletree, C. E. G., Dist. No. 4.

Harry Blackmore, C. E. G., Dist. No. 5.

W. A. Cole, C. E. G., District No. 6.

Arthur Martel, C. E. G., District No. 7.

Après délibération le comité a décidé de rejeter le vote de l'union locale No. 231 qui donne un vote uniforme de 55 voix à chaque candidat tandis que les ballots en donnent 85. En conséquence "l'intention des électeurs," dont les intérêts sont protégés par la Section 24, de la constitution générale, a subi une défaite. Le secrétaire de l'union locale a déclaré le 5 Janvier et sous le sceau de l'union que "deux membres avaient rayé tout le reste des candidats pour lesquels ils n'avaient pas voté."

Le comité a rejeté aussi et pour la même raison les ballots de l'union locale No. 676. Une explication ayant été demandée, la réponse reçue fut que "on a trouvé que quatre ballots étaient restés dans le chapeau après le compte de l'élection.

Le comité a rejeté l'élection de l'union locale No. 373. Une croix avait été faite après le nom des cinq premiers candidats —les ballots montraient onze voix.

Le vote de l'union locale 755 a été rejeté un seul vote ayant été compte pour chaque candidat, tandis qu'un rapport écrit stipulait que "cinquante sept membres ont voté 'oui,' et aucun 'non.'"

L'Union locale 1687 avait 28 votes pour les deux candidats du 1er. district du comité général exécutif et 36 votes pour les deux candidats du 7ème district, quoique cette union locale n'eut que 20 membres en règle au mois de Novembre. Les unions suivantes ont renvoyé des bulletins blancs. Locales 845, 1477, 1711, 2547, 2549, 2634.

Par ordre du comité l'union locale No. 575 a été informée d'une erreur dans son vote et une demande pour une réponse a été ignorée.

Un grand nombre d'unions locales n'ont pas spécifié la date de l'élection. Ces locales en ont été informées, plusieurs ont répondu mais leur réponse n'était pas légalisée par un notaire.

Le Vote.

Pour Président général.

James Kirby 38,759

1er. Vice-président général.

William L. Hutcheson 38,144

2ème. Vice-président général.

Arthur A. Quinn 37,837

Secrétaire général.

Frank Duffy 38,340

Trésorier général.

Thomas Neale 37,656

—Comité exécutif général—

District No. 1.

T. M. Guerin 28,981

Walter S. MacPherson..... 11,952

District No. 2.

D. A. Post 36,445

District No. 3.

John H. Potts 36,662

District No. 4.

James P. Ogletree..... 36,815

District No. 5.

Harry Blackmore 36,553

District No. 6.

W. A. Cole 36,234

District No. 7.

Arthur Martel 31,675

R. Lynch 8,672

Respectueusement soumis,

THOS. GILMORE, President,

JULIUS SCHARNEK,

W. E. HEMSELL,

FRANK DAVISSON,

E. H. NEAL,

Secrétaire le Comité.

Rapport du President General Kirby pour le Trimestre Finissant le 31 Decembre, 1914

Aux Membres du Conseil Général Exécutif—Salut:

J'ai l'honneur de vous faire mon rapport sur le travail accompli par ce bureau depuis la dernière réunion du conseil. Comme délégué à la Fédération Américaine du Travail, j'ai assisté à

convention à Philadelphie. La réunion a duré deux semaines et un résumé complet de la séance a été soumis à tous les membres dans le rapport des délégués, publié dans le numéro du mois de Décembre du Journal "Le charpentier."

La dispute entre la Société Amalgamée des ouvriers en feuilles de métaux et l'Union fraternelle des charpentiers, a été soumise au Président Gompers de la Fédération Américaine du Travail, Président Williams du département des Métiers du bâtiment, Président Hynes de la Société Amalgamée des ouvriers en Métaux et a moi-même. (Voir le rapport des délégués à la Fédération Américaine du Travail page 26 du numero de Decembre du Charpentier.)

Président Gompers à convoqué le comité à une réunion qui a été tenue dans la ville de New York, le 6 Janvier dernier. Cette réunion a été tenue dans le but d'arranger un plan pour faire une enquête sur la dispute en question et voir s'il ne serait pas possible de faire un arrangement à l'amiable. Le Comité commencera son travail le 3 Février à Chicago et continuera ses reunions dans plusieurs villes pour ajuster cette affaire.

Le dernier trimestre de 1914 a probablement été le plus mauvais dans l'histoire du bâtiment depuis plusieurs années.

La guerre européenne a eu son effet sur les métiers du bâtiment. Plusieurs grands projects en contemplation et plusieurs autres pour lesquels les contrats avaient déjà été signés ont été révoqués, et le resultat a été depriver de travail un grand nombre de membres de notre organisation. J'ai prié nos unions locales d'employer tous les moyens legaux pour retenir leurs membres et pour aider ceux qui seraient dans le besoin, J'ai peur que notre organisation perdra un grand nombre de membres qui seront dans l'impossibilité de remplir leurs obligations.

En même temps je suis heureux de constater qu'avec le commencement de la nouvelle année les affaires du bâti-

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ment promettent de s'ameillorer. Beaucoup de contrats ont été signés depuis le 1er. Janvier et les affaires en général pris une meilleure tournure. La longue et sévère lutte dans laquelle les membres de notre organisation étaient engagés à Stockton, Cal., s'est terminée par la signature d'un agrément entre l'association M. M. et E. et les unions de cette ville. Quoique cet agrément ne soit pas de grande importance il prépare le chemin pour la fin de cette lutte avec plus de succès et j'espère que dans un avenir prochain les membres de notre organisation profiteront par les sacrifices qu'ils ont fait dans cette lutte.

Nos différences avec d'autres organisations ont été principalement avec la Société amalgamée des ouvriers en métaux. Je suis certain que notre organisation a maintenue sa position dans cette lutte. Dans plusieurs localités les unions doivent être complimenter sur la ferme position qu'elles ont prise et j'espère que les difficultés seront bientôt ajustées. En conséquence du mauvais état des affaires je me suis privé quoiqu'à regret des services de presque la moitié des organisateurs pendant les mois d'hiver. Tous les hommes que j'ai renvoyé ont rendu de bons services à notre organisation mais il n'a été impossible de les garder pendant qu'il n'y avait rien à faire au point de vue du recrutement de nouveaux membres.

Il y a quelque temps l'union des sculpteurs sur bois a soumis à ses membres une proposition de se joindre à l'Union fraternelle, mais je regrette de dire que cette proposition a été rejetée par seulement quelques voix. J'espère que dans un avenir prochain cette union reconsidèrera cette question et joindra l'Union fraternelle.

Il y a quelque temps j'ai informé le conseil que des négociations étaient en cours avec l'union des faiseurs de Boites en vue de leur affiliation avec l'union fraternelle. Les représentants de leur organisation ont reçu une proposition de notre part qu'ils ont promi de soumettre à leur membres. Jusqu'à ce jour je n'ai reçu aucune réponse d'eux.

Depuis plusieurs années des difficultés ont existé entre deux de nos conseils de district, à savoir: Providence, R. I., et Pawtucket. Le territoire de ces deux conseils sont adjacent et très souvent leurs membres se sont trouvés enfreindre les différentes règles de leurs corps de métiers.

Après une sérieuse enquête sur la situation et ayant consulté le passé des deux conseils, je suis arrivé à la conclusion que la seule solution possible de la question était la fusion de ces deux conseils de district. Je suis heureux de vous informer que la fusion a eu lieu et je suis certain que ce sera le moyen d'amener les membres de ces districts à de meilleurs rapports et aussi de supprimer les relations peu plaisantes qui existaient avant la fusion.

Dans les derniers 3 mois, comme au paravant j'ai fait tout possible pour empêcher les membres de nos unions locales de se mettre en greve, sans raison, et aussi d'avoir des difficultés avec leurs patrons. Je ne veux pas donner l'impression que je refuse de venir en aide aux autres organisations, mais je pense que quand d'autres organisations desirent être aidées, leur demande devra être soumise au bureau général; de cette façon, nous pourrions être en position de protéger l'intérêt de nos membres, en même temps que nous pourrions faire des démarches pour ajuster les difficultés de l'autre organisation. Je dois dire que ce plan a souvent réussi, sans même causer une suspension de travail.

Je continuerai dans l'avenir, comme je l'ai fait dans le passé, à aider toutes les organisations qui à leur tour pourront nous aider.

Il est probable que le Conseil Général Exécutif recevra beaucoup de demandes de secours et je prie le conseil d'user la plus grande discrétion en donnant des subventions aux conseils de districts. Il est absolument impossible d'organiser aucun district quand il n'y a pas de travaux en vue, et pendant les mois de Janvier et Février il y aura très peu de

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chance au point de vue du travail d'organisation.

Espérant que mon travail pendant le dernier trimestre sera approuvé par vous, Je reste, fraternellement,

J. KIRBY, Président Général.

Solidarité Effective

(La Typographie Francaise.)

Devant l'affreuse et sanglante catastrophe qui sème la ruine dans cette admirable Belgique et dans les départements français encore envahis, nous devons rendre hommage au dévouement, à la générosité de nombreux Français, et nous pouvons affirmer que ce ne sont pas les familles de situation modeste qui sont les moins généreuses. C'est une constatation que nous devons faire, car durant cette douloureuse calamité ce ne sont pas toujours ceux qui sont les plus fortunés qui font les plus grands sacrifices, qui manifestent les plus sincères sentiments de solidarité. Les travailleurs, en général, dans leur modeste milieu, font d'admirables efforts; ils font preuve d'une généreuse et constante initiative pour soulager tant de misères silencieuses qui se rencontrent dans tous les quartiers populaires.

C'est pourquoi nous ne cessons de faire appel à la générosité de tous ceux qui ont le privilège de travailler, de toucher l'intégralité de leur salaire ou de leurs appointements. Ouvriers et fonctionnaires, sans distinction, favorisés dans leur emploi, ont le devoir de faire des sacrifices pour contribuer au soulagement de tant d'infortunes dans les familles, chez les malheureux réfugiés. Il faut suppléer à l'insuffisance des secours officiels, déjà très onéreux.

L'égoïsme inqualifiable des satisfaits se manifeste aussi dans quelques-unes de nos sections, suivant les appréciations que nous relevons dans les correspondances qui parviennent au Comité central. Il y a des confrères qui touchent des salaires complets, même plus élevés que ceux touchés avant la guerre; ils refusent de souscrire la moindre obole, de distraire la plus petite parcelle de leur gain pour

secourir les familles de leurs malheureux camarades qui sont à la guerre en train de défendre, au prix de leur vie ou de leur santé, le foyer de ces égoïstes dont la quiétude devrait être troublée par une énergique réprobation.

Heureusement qu'il n'en est pas ainsi partout. Nous avons signalé, dans le dernier numéro de la Typographie, ce qu'a fait la section de Lyon. D'autres sections ont généreusement établi un impôt et beaucoup de camarades y souscrivent sans la moindre récrimination, ce qui a permis de verser des secours complémentaires à ceux accordés par la Fédération. A ce propos, il nous est agréable de reproduire l'extrait d'une lettre que nous a adressée le dévoué secrétaire de la section de Bordeaux:

"L'impôt de 5 0/0 nous permet à ce jour d'allouer les secours suivants:

"12 francs par semaine aux chômeurs et malades;

"12 francs aux familles des mobilisés au fur et à mesure de la rentrée des fonds, (cela varie de date);

"2 francs par mois aux jeunes soldats, (conformément à nos statuts);

"5 francs par mois aux confrères prisonniers de guerre;

"50 francs au décès;

"En outre, de nombreux secours aux confrères réfugiés (belges ou français), suivant leur situation mais tous trouvent auprès de nous l'accueil le plus confraternel;

"Nous subventionnons également les soupes de guerre de la Bourse du Travail qui fonctionnent d'une façon très satisfaisante. Nos syndiqués bordelais et leur famille ainsi que les réfugiés trouvent là un repas copieux et sain entièrement gratuit.

"Les femmes de la parasolerie, sans travail, assurent le service de la cuisine à tour de rôle avec un dévouement admirable.

"Pendant trois mois, ces soupes ont fonctionné avec les seuls moyens des syndicats; les camarades travaillant versaient et versent encore 0 fr. 25 par jour. Depuis, le Conseil général a alloué une subvention de 2,000 francs, le Conseil

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municipal 500 francs, et, actuellement une souscription se fait qui promet de jolis résultats, mais arriverons-nous à faire face jusqu'au bout? Surtout l'hiver.

"L'Union des Syndicats se préoccupe actuellement des vêtements chauds pour les enfants.

"Chacun dans sa sphère fait son devoir; toute question irritante est mise de côté; espérons fermement que la crise terrible que nous traversons aura été un enseignement pour tous et que désormais fraternité ne sera pas un vain mot.

"Recevez, mon cher Keufer, une bien cordiale poignée de mains.

"GEORGES ANSELME."

Nous avons fait cette citation parce qu'elle révèle l'heureuse initiative de nos camarades bordelais, initiative qui mérite d'être imitée partout, car dans toutes les villes de France les besoins sont grands, et ils deviendront plus pressants encore selon que durera la guerre et que l'hiver se montrera plus rigoureux.

Un certain nombre de sections s'ingénient à trouver des ressources pour venir en aide à leurs membres; nous ne pouvons que les féliciter et les encourager à persévérer dans cette voie, tout en n'oubliant pas que les secours deviendront plus nécessaires encore dans quelques semaines, lorsque les ressources personnelles, les petites économies—là où il y en avait—seront épuisées. Le concours généreux de tous ceux qui le pourront deviendra nécessaire, la solidarité confraternelle devra se produire, non pas en paroles, mais par des actes. C'est une manière d'être utile pour ceux qui restent dans leur foyer à l'abri du danger, et qui n'ont aucune privation à supporter. Elevons nos coeurs à la hauteur des cruels événements que nous traversons!

A. KEUFER.

The Unregenerate Old!

Amid the many-toned cacklings of the hygienist and the food faddist, says the Argonaut, we may detect one note of sterling common sense. It comes from Sir George Birdwood, who is all kinds of a scientific guy, including a laureate of the French Academy and professor of anatomy and physiology at Bombay. And

Sir George tells us to eat, drink and be merry, because we shall die tomorrow anyway, and the only way we can postpone the inevitable tomorrow is by taking no dietetic thought of it. And, come to think of it, did you ever study over the opinions given by octogenarians of their length of days? We always assume that these doddering old people know the precise reasons for their longevity, just as we assume that beautiful women can always give us a recipe for loveliness. But whether these venerable old ruins know anything or not, they always pretend to, and they always explain their length of days by their undeviating habit of breaking all the laws of health. They sleep with their windows shut—and, by the way, an eminent London doctor has just said that we ought to sleep with our windows shut, because we become animals when we are asleep, and animals hate fresh air—they know nothing about starch, or proteids, or germs; they smoke, they drink whisky, they break the Sabbath, believe in free silver and mince pie before going to bed, and do all the other things that the medical sharps get themselves into the Sunday supplements by telling us not to do. And yet nothing but an ax can persuade these old fossils that heaven is their home. And perhaps they really do know something about health. Is there any one who studies food charts and strives to procure due proportions of starch, carbons, sugars, and proteids? That man shall not live beyond fifty. Is there any one who seeks to escape the agile germ, who sterilizes things and wonders how he shall avoid the sprightly bacteria? The angel of death shall gather him in before he is sixty. Is there any one who seeks to regulate his life according to the rules laid down by the "eminent physician?" He shall be cut off in the flower of his youth. Is there any one who dreads contagion or who is apprehensive of his heredity? His days shall be few in the land. And if we had intelligence enough to recognize the plain facts that are before our eyes we should know that these judgments are good ones.

Death Roll



TOBIN, EDWARD, of L. U. 109, Brooklyn, N. Y.

SMITH, ALBERT, of L. U. 23, Worcester, Mass.

LE COMPTE, MICHAEL, of L. U. 1330, Grand Rapids, Mich.

Curbing the Injunction Evil

Speaking of the value of the labor provisions of the Clayton anti-trust bill as a means of curbing the injunction evil, Secretary of Labor Wilson, recently, said:

"Since 1878 our courts have been issuing injunctions in trade disputes. These injunctions are based upon the theory that some one has a property right in the labor of an employee. Any lawyer will tell you that the writ of injunction is a writ that issues from an equity court only, and they will also tell you that an equity court deals with property and property rights; and when an injunction is issued restraining Jim from interference with John, because the interference with John will affect John's employer, it can only be upon the theory that the employer has a property right in the labor of John. Now, the employer cannot have a property right in the labor of John without having a property right in John himself, because labor, as you have so often declared, is a part of man, it is inseparable from him. The moment labor is applied and something results from the application of that labor, the material that results from the application of it is property, it is a commodity, it can be treated as such; but the labor that produces it is a part of the man himself. You cannot have a property right in the labor of the man without having a property right in the man, and a property right in man is contrary to the spirit of our institutions. And so the Clayton anti-trust anti-injunction bill declares that the labor of a human being is not a commodity or an article of com-

merce. If that statement alone were all that was in the bill it would still be a big step forward; but that statement is only an interpretation, it is only a means of backing up and making valid the other items in the bill relative to the issuance of injunctions."

It Does Not Pay

The guy who put tank in cantankerous
And grouches and grieves and grumbles,
Never makes rough roads any smoother,
Nor helps a brother who stumbles;
And what matters appreciation,
Its lack need not hurt us one bit,
For self-righteousness inside whispers,
Ah, good boy, well done, you are it!

Don't hang down your mouth at the corners—
And fuss at the weather all day;
Tomorrow God's glorious sunshine
Will show you that knocking don't pay;
Ill nature will grow into wrinkles,
And soul ugliness will abide—
Besides in this cold world of troubles
A bad disposition can't hide.

Just go on life's highway rejoicing
And do all the good that you can;
'Tis likely enough you'll be hated
And maligned by your fellow man;
But still we will like ourselves better
To live in a brotherly way—
Thus a heaven of our own we're building
And that's why meanness doesn't pay.
MARGARET SCOTT HALL.

The True Imperialism

Here, where the tide of conquest rolls
Against the distant golden shore,
The starved and stunted human souls
Are with us more and more.

Vain is your science, vain your art.
Your triumphs and your glories vain,
To feed the hunger of their heart
And famine of their brain.

Your savage deserts howling near,
Your wastes of ignorance, vice and
shame—
Is there no room for victories here,
No field for deeds of fame?

Arise and conquer while ye can
The foe that in your midst resides
And build within the mind of man
The empire that abides.

—William Watson.

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CLAIMS PAID DURING JANUARY, 1915

Claim No.	Name of deceased or disabled.	Union	City.	Membershp. Yrs. Mos.	Cause of death or disability.	Amount Paid.
23352	Mrs. Bertha M. Jarrett	8	Philadelphia, Pa.	15	Pneumonia	\$ 50.00
23353	Samuel Estelow	31	Trenton, N. J.	16	Apoplexy	50.00
23354	Mrs. Mary Laprade	134	Montreal, Que., Can.	11	Puerperal infection	50.00
23355	Mrs. Louise Guilbault	134	Montreal, Que., Can.	26	Syucope	50.00
23356	Mrs. Mary E. Smith	200	Columbus, Ohio	19	Carcinoma of liver	50.00
23357	Mrs. Anna Safran	242	Chicago, Ill.	3	Rheumatic fever	50.00
23358	Geo. N. Creathorne	325	Paterson, N. J.	10	Bright's disease	200.00
23359	Alexander C. Campbell	479	Sparta, Ill.	10	Paralysis	50.00
23360	Mrs. Bella Ziegler	483	San Francisco, Cal.	5	Cerebral hemorrhage	50.00
23361	Mrs. Henrietta M. Westphal	1128	La Grange, Ill.	4	Pneumonia	50.00
23362	James McCann	25	Toledo, Ohio	14	Drowning	200.00
23363	John Gores	58	Chicago, Ill.	5	Fractured skull	200.00
23364	Henry J. Morris	253	Atlanta, Ga.	10	Tuberculosis	200.00
23365	Joseph Kielpink alias Keipen.	1447	Milwaukee, Wis.	9	Railroad accident	200.00
23366	Mrs. Florence E. Brown	914	Augusta, Me.	12	Heart failure	50.00
23367	Jos. Streicher	2	Cincinnati, Ohio	27	Carcinoma of jaw	200.00
23368	S. G. Hall (dis)	731	Coriscana, Texas	14	Accidental injuries	400.00
23369	Richard Schofield	25	Toledo, Ohio	27	Valvular insufficiency	200.00
23370	L. M. Bulson	78	Troy, N. Y.	9	Carcinoma of tongue and lip	50.00
23371	Alfred S. Nelson	141	Chicago, Ill.	5	Endocarditis	200.00
23372	Joseph Grobarck	181	Chicago, Ill.	11	Pertontitis	50.00
23373	Hans Kroll	181	Chicago, Ill.	20	Mitral insufficiency	200.00
23374	Mrs. Jennie Cassidy	183	Peoria, Ill.	13	Delusional insanity	50.00
23375	Wm. W. Lockard	211	N. S. Pittsburgh, Pa.	6	Fracture of skull	200.00
23376	John K. Etter	211	N. S. Pittsburgh, Pa.	11	Accidental injuries	100.00
23377	John T. Harvey	352	Anderson, Ind.	12	Pulmonary tuberculosis	200.00
23378	Wallace Bennett (dis)	441	Cambridge, Mass.	1	Nephritis	50.00
23379	Andro Kraki	490	Passaic, N. J.	5	Acute dilatation of heart	200.00
23380	J. B. Roussin	730	Quebec, Que., Can.	12	Lobar pneumonia	200.00
23381	John J. Raby	747	Oswego, N. Y.	6	Nephritis	50.00
23382	Arthur E. Green	825	Williamantic, Conn.	1	Cerebral apoplexy	50.00
23383	Alexander Asselin	1021	New Bedford, Mass.	3	Obstruction of bowels	50.00
23384	Mrs. Harriet A. Hawes	1063	Stoughton, Mass.	10	Carcinoma of rectum	50.00
23385	Mrs. Lesetta Consor	1282	Salem, Ohio	11	Endocarditis	50.00
23386	Mrs. Elizabeth Grosstephan	1377	Buffalo, N. Y.	8	Tuberculosis	200.00
23387	Mrs. Matilda Bartells	1528	Wheeling, W. Va.	13	Cancer of jaw	200.00
23388	Longino Bonet	1682	Anasco, Porto Rico	1	Tuberculosis	200.00
23389	Henry Sharpe	1709	Ashland, Wis.	11	Pneumonia	200.00
23390	John Christian	1824	Boston, Mass.	4	Tuberculosis	200.00
23391	Paul E. Warner	1	Chicago, Ill.	9	Cardiac asthma	50.00
23392	Wm. Green	22	San Francisco, Cal.	2	Tumor of bladder and kidney	50.00
23393	Mrs. Annie J. Fuchs	45	Peth Amboy, N. J.	8	Accidental injuries	400.00
23394	Mrs. Minnie Freeman	79	New Haven, Conn.	1		
23395	Mrs. Garnett E. West	269	Danville, Ill.	11		
23396	Thomas B. Allen (dis)	183	Peoria, Ill.	10		

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23397	Mrs. Magdalena B. Bauman.....	440	Buffalo, N. Y.	6	Heart trouble	50.00
23398	Thomas Holland	643	Chicago, Ill.	16	Tuberculosis	200.00
23399	Ferdinand Biloteau	730	Quebec, Que., Can.	8	Hemorrhage	50.00
23400	Jacob Marcue (dis)	784	Boston, Mass.	8	Accidental injuries	400.00
23401	Mrs. Emma A. Swenson	1824	Boston, Mass.	9	Tuberculosis	50.00
23402	Anton Veverka	39	Cleveland, Ohio	4	Heart disease	50.00
23403	Mrs. Margaret K. Willers	47	St. Louis, Mo.	13	Cardioma of uterus	50.00
23404	Mrs. Lillian V. Hedlin	425	El Paso, Texas	9	Eclampsia	50.00
23405	Edward Tobin	109	Brooklyn, N. Y.	28	Pneumonia	200.00
23406	John Kratochvil	54	Chicago, Ill.	14	Multiple neuritis	200.00
23407	Edwin B. Green	79	New Haven, Conn.	12	Nephritis	50.00
23408	Wm. A. Wilson	79	New Haven, Conn.	6	Lobar pneumonia	200.00
23409	Alexander Colletet	134	Montreal, Que., Can.	11	Rheumatism	200.00
23410	Geo. Vandenberg	146	Schenectady, N. Y.	28	Cerebral hemorrhage	200.00
23411	Robert McLaughlin	478	New York, N. Y.	23	Cardiac dilatation	200.00
23412	John Broberg	7	Minneapolis, Minn.	14	Tubercular nephritis	200.00
23413	Joseph Kroupa	34	Long Island City, N. Y.	4	Phthisis pulmonalis	200.00
23414	Chas. C. Slack	122	Philadelphia, Pa.	2	Paralysis of right shoulder	50.00
23415	Martin Ritz	142	Pittsburgh, Pa.	2	Sarcoma of right shoulder	50.00
23416	Wm. Kollharst	181	Chicago, Ill.	23	Locomotor ataxia	200.00
23417	Wm. Jennie Toll	199	S. Chicago, Ill.	12	Pulmonary tuberculosis	50.00
23418	Henry Knaak	1367	Chicago, Ill.	2	Sepicæmia	200.00
23419	Isaac Wright	1383	Sarasoto, Fla.	1	Bright's disease	178.50
23420	Mrs. Johanna E. Hardick	9	Buffalo, N. Y.	2	Acute cholecystitis	50.00
23421	Mrs. Annie L. Abbott	13	Chicago, Ill.	11	Carcinoma of uterus	50.00
23422	Christian F. Paulson	22	San Francisco, Cal.	1	Appendicitis	50.00
23423	Mrs. Mary J. Ridings	41	Nashville, Tenn.	11	Cerebral apoplexy	50.00
23424	George Rinder	58	Chicago, Ill.	13	Pneumonia	200.00
23425	Conrad Dahmer	90	Evansville, Ind.	14	Nephritis	50.00
23426	Edward Pfaford	90	Evansville, Ind.	1	Nephritis	200.00
23427	Mrs. Annie McF. Anderson	149	Irvington, N. Y.	11	Nephritis	50.00
23428	Thomas D. Bishop	207	Chester, Pa.	8	Heart disease	200.00
23429	Mrs. Anna Crist	322	Niagara Falls, N. Y.	1	Puerperal septicæmia	50.00
23430	John O'Brian	440	Buffalo, N. Y.	5	Pulmonary tuberculosis	200.00
23431	Harry H. Brown	530	Seattle, Wash.	3	Bright's disease	50.00
23432	Mrs. Rose A. Forgette	656	Holyoke, Mass.	1	Pneumonia	50.00
23433	Willis B. Shelley	862	Wakefield, Mass.	3	Pulmonary tuberculosis	200.00
23434	C. B. Johnson	1112	Marshalltown, Iowa	1	Shock following operation for ulcer	50.00
23435	O. Bedard	1784	Chicago, Ill.	9	Organic heart disease	200.00
23436	Mrs. Hilma C. Wetterberg	642	Richmond, Cal.	2	Brachio-pneumonia	50.00
23437	Mrs. Lillian C. Miller	574	Middletown, N. Y.	3	Bullet wound through brain	50.00
23438	M. T. Tomlinson	131	Seattle, Wash.	13	Myocarditis	200.00
23439	J. D. Paxson	183	Peoria, Ill.	15	Bronchitis	50.00
23440	Saxon P. Berry	217	Westerly, R. I.	4	Heart trouble	50.00
23441	John Gibbs	331	Norfolk, Va.	11	Fractured skull	200.00
23442	Gustave Torguson	381	Brooklyn, N. Y.	9	Pulmonary tuberculosis	200.00
23443	Mrs. Maria Kaodnie	504	Chicago, Ill.	7	Endocarditis	50.00
23444	Louis Peeler	935	L'Ange Gardien, Que., Can.	6	Syncope of heart	200.00
23445	John F. Nelson	1043	Hanford, Cal.	7	Valvular heart disease	200.00
23446	Harry E. Quay	1154	West Chester, Pa.	3	Apoplexy	200.00
23447	Albert H. Gunklach	1251	Cincinnati, Ohio	2	Nephritis	400.00
23448	Julian Cruz (dis)	1833	Huamaco, Porto Rico	2	Accidental injuries	200.00
23449	Alex. McPherson	33	Boston, Mass.	12	Pistol shot wound of chest	50.00
23450	Mrs. Euba E. Gustafson	141	Chicago, Ill.	6	Nephritis	50.00
23451	Wm. T. Hilton	86	Cincinnati, Ohio	33	Tabes dorsalis	200.00
23452	Mrs. Catherine Wiegand	2	St. Louis, Mo.	1	Valvular disease of heart	50.00

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CLAIMS PAID DURING JANUARY, 1915—Continued

Claim No.	Name of deceased or disabled.	Union.	City.	Membership. Yrs. Mos.	Cause of death or disability.	Amount Paid.
23453	Owen W. BURGOTT	171	Youngstown, Ohio	4	Appendicitis	200.00
23454	Mrs. Carrie Jacobsen	181	Chicago, Ill.	7	Appendicitis-gangrenous	50.00
23455	Mrs. Josephine D. AGAN	193	North Adams, Mass.	16	Carcinoma of breast	50.00
23456	Mrs. Laura TRUE	198	Dallas, Texas	14	Cancer of left breast	50.00
23457	Mrs. Dorothy GROST	199	S. Chicago, Ill.	16	Pneumonia	50.00
23458	Mrs. Sarah E. CARTER	200	Columbus, Ohio	24	Arterio sclerosis	50.00
23459	Mrs. Laura S. HAY	239	Easton, Pa.	11	Tuberculosis	50.00
23460	Edward S. SLICH	309	New York, N. Y.	2	Endocarditis	50.00
23461	Edward S. LAGARDE	622	Waco, Texas	12	Gunshot wound	200.00
23462	Henry K. PHILLIPS	643	Chicago, Ill.	16	Pulmonary oedema	200.00
23463	John E. CHADWICK	750	Asbury Park, N. J.	12	Cerebral meningitis	50.00
23464	Wm. M. BURROUGHS	750	Asbury Park, N. J.	14	Cerebral apoplexy	50.00
23465	Armando N. LOPEZ	1283	Caguas, Porto Rico	5	Hemorrhage	200.00
23466	August GERHARDT	1312	New Orleans, La.	2	Endocarditis	50.00
23467	Jacob J. TYSON	1465	Frankfort, Ind.	11	Arterio sclerosis	50.00
23468	John MILLIGAN	1671	Boston, Mass.	1	Fractured skull	50.00
23469	Mrs. Augustine M. ALPHONSE	1689	Chicago, Ill.	5	Carcinoma of uterus	50.00
23470	Henry GREVE	1784	Chicago, Ill.	1	Endocarditis	50.00
23471	Mrs. Lena DOMANSKI	1854	Detroit, Mich.	2	Tuberculosis	200.00
23472	John SUCKOW	1	Chicago, Ill.	10	Paralysis	200.00
23473	Thomas WHELAN (dis)	48	New York, N. Y.	22	Accidental injuries	400.00
23474	Albert PROCHASKA, JR.	412	Sayville, L. I., N. Y.	2	Septicæmia	50.00
23475	George WASHINGTON	465	Ardmore, Pa.	5	Fractured skull	200.00
23476	Chas. L. MASSON	1146	Green Bay, Wis.	1	Diabetes	200.00
23477	John SULOFF	1345	Buffalo, N. Y.	10	Aortic stenosis	200.00
23478	Asa C. LANDERS	1678	Peckville, Pa.	2	Septicæmia	50.00
23479	Thos. J. WILLIAMS	1678	Peckville, Pa.	7	Bichloride of mercury poisoning	200.00
23480	Mrs. Mary TURRILL	1805	Detroit, Mich.	10	Nephritis	200.00
23481	Mrs. Amanda CARLSON	15	Philadelphia, Pa.	10	Pulmonary tuberculosis	50.00
23482	Chas. E. PECK	69	Detroit, Mich.	12	Cancer of stomach	50.00
23483	Henry LINDSEY	134	Columbia, S. C.	27	Bright's disease	200.00
23484	Mrs. Marie L. DUSSAULT	104	Montreal, Que., Can.	4	Peritonitis	50.00
23485	Charles SHERIDEN	105	Dayton, Ohio	9	Valvular heart disease	50.00
23486	Mrs. Marie F. COUSINO	139	Cleveland, Ohio	5	Cancer of stomach	50.00
23487	Frederick OLSEN	139	Jersey City, N. J.	12	Cancer of liver	50.00
23488	W. W. HAMMOND (dis)	198	Dallas, Texas	9	Accidental injuries	400.00
23489	Felix REPLAWSKY	219	New York, N. Y.	15	Asphyxiation by illuminating gas	200.00
23490	F. E. DINGMAN	388	Richmond, Va.	1	Tuberculosis	200.00
23491	T. C. MCKEE	427	Omaha, Neb.	5	Paralysis	200.00
23492	Ernst RODENMAYER	433	Belleville, Ill.	12	Pulmonary tuberculosis	200.00
23493	Mrs. Caroline VIEHMANN	433	Belleville, Ill.	25	Ulcer of stomach	50.00
23494	W. H. SHARER	804	Naugatuck, Conn.	13	Gangrenous appendicitis	200.00
23495	John S. BALDWIN	833	Berwyn, Pa.	12	Mycocarditis	50.00
23496	Nehemiah DENTON	927	Danbury, Conn.	6	Pulmonary oedema	200.00
23497	Robert E. CARPENTER	1093	Glen Cove, L. I., N. Y.	25	Nephritis	200.00

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23498	Philip St. Dennis	Malone, N. Y.	3	3	Cerebral hemorrhage	200.00
23499	Mrs. Lina Johnson	Brooklyn, N. Y.	4	4	Appendicitis	50.00
23500	Wm. D. Gillis	Crawfordsville, Ind.	8	6	Endocarditis	200.00
23501	John Krumball	Chicago, Ill.	7	3	Peritonitis	200.00
23502	Mrs. Kate Preber	Chicago, Ill.	12	9	Goitre	50.00
23503	Mrs. Sarah E. Stryker	Keyport, N. J.	7	4	Paralysis	50.00
23504	James F. Coffin	Northfield, Vt.	10	10	Fracture of skull	200.00
23505	Mrs. Hulda C. Swanson	E. Greenwich, R. I.	3	9	Pulmonary tuberculosis	50.00
23506	Chas. J. Folley	Caldwell, N. J.	5	5	Myocarditis	200.00
23507	Mrs. Anna C. Spicer	Latonla, Ky.	2	9	Tubercular meningitis	50.00
23508	Paul Fricke	Chicago, Ill.	5	5	Cerebral hemorrhage	200.00
23509	J. C. Elrod (hal)	Atlanta, Ga.	3	4	Heart disease	80.00
23510	Karl Anderson	Hartford, Conn.	16	4	Tuberculosis	200.00
23511	Dennis Hogan	New York, N. Y.	18	7	Fracture of skull	200.00
23512	Robert Fairley	Spokane, Wash.	9	2	Septic tonsillitis	200.00
23513	John Carlson	Spokane, Wash.	7	1	Fracture of skull	200.00
23514	F. A. Razez	New Haven, Conn.	1	3	Mitral insufficiency	200.00
23515	Albert J. Nelson	New Haven, Conn.	13	2	Pulmonary tuberculosis	200.00
23516	Mrs. Mary Anderson	Philadelphia, Pa.	12	7	Pneumonia	50.00
23517	Mrs. Mary Johnson	Chicago, Ill.	12	2	Pneumonia	50.00
23518	Dan H. Stewart	Dallas, Texas	5	8	Gastro enteritis	200.00
23519	Mrs. Nancy C. Burkett	Kankakee, Ill.	2	5	Carcinoma of uterus	50.00
23520	Jacob Weiss	New York, N. Y.	30	11	Diphtheria	50.00
23521	Oscar Wood (dis)	Colorado Springs, Colo.	5	11	Cerebral hemorrhage	400.00
23522	Geo. A. Faruham	New Haven, Conn.	11	9	Pneumonia	200.00
23523	Mrs. Bertha A. Rapp	Hamilton, Ohio	9	8	Tuberculosis	50.00
23524	Phillip Henther	Newark, N. J.	20	2	Valvular heart disease	200.00
23525	Mrs. Beatrice P. Brouse	Sunbury, Pa.	7	3	Pneumonia	50.00
23526	Arthur Vaughn	Newark, N. J.	16	11	Cancer of liver	200.00
23527	Dave Murodock	Saginaw, Mich.	13	11	Apoplexy	200.00
23528	Mrs. Kate Elberwein	Philadelphia, Pa.	4	2	Nephritis	50.00
23529	Caleb Brokaw	Somerville, N. J.	12	10	Softening of brain	50.00
23530	Chas. Arnold	New York, N. Y.	18	6	Carcinoma of stomach	200.00
23531	Mrs. Elizabeth E. Murray	Portland, Me.	14	1	Heart failure	50.00
23532	Geo. B. Merriman	Portland, Me.	8	6	Pneumonia	200.00
23533	Mrs. Rose Hower	Mt. Carmel, Pa.	2	1	Carcinoma of stomach	50.00
23534	Mrs. Anna Grenstad	New York, N. Y.	19	5	Puerperal septicaemia	50.00
23535	Chas. A. Fuller	Oakland, Cal.	12	6	Nephritis	200.00
23536	Mrs. Jacoba Talsma	Chicago, Ill.	8	6	Lobar pneumonia	50.00
23537	Mrs. Charlotte F. Nelson	St. Paul, Minn.	30	11	Tuberculosis	50.00
23538	Mrs. Bessie Johnston	Westchester, N. Y.	1	11	Nephritis	50.00
23539	Chas. Kuhnt	Boston, Mass.	2	9	Myocarditis	200.00
23540	Richard J. Brown	Brookline, Mass.	3	9	Pneumonia	200.00
23541	Jacob Gustafson	Brookline, Mass.	20	8	Diabetes	200.00
23542	Nils Olson	New York, N. Y.	15	8	Oedema of lungs	50.00
23543	Mrs. Lillah J. Crawford	Colorado Springs, Colo.	7	8	Tuberculosis	50.00
23544	Mrs. Maggie Wilbert	St. Louis, Mo.	12	11	Nephritis	50.00
23545	Wm. P. Whitcomb	Wood, Ind.	3	9	Tetanus	200.00
23546	Slas T. Keth	Newton Center, Mass.	12	4	Diabetes	50.00
23547	Mrs. Julia Chupo	Newark, N. J.	8	4	Meningitis	50.00
23548	Thomas J. Redder	Asbury Park, N. J.	12	2	Chronic cystitis	50.00
23549	Mrs. Celina White	Leominster, Mass.	13	3	Acute intestinal obstruction	200.00
23550	Maxim J. Dufour	Worcester, Mass.	2	6	Diabetes	50.00
23551	Paul Zec	Boston, Mass.	3	5	Tuberculosis	50.00
23552	Mrs. Hettie Twigg	Edmonton, Alta., Can.	11	11	Anaemia	50.00
23553	Mrs. Meta J. Howell	Maplewood, Mo.	11	11	Shock, following surgical operation	50.00

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CLAIMS PAID DURING JANUARY, 1915—Continued

Claim No.	Name of deceased or disabled.	Union.	City.	Membership. Yrs. Mos	Cause of death or disability.	Amount Paid.
23554	Geo. W. Hopkins	1423	Corpus Christi, Texas.	..	Senility	100.00
23555	Willie Hart	1574	Florence, S. C.	..	Tuberculosis	100.00
23556	Mrs. Mary A. Jagger	1595	Conshohocken, Pa.	5 4	Pulmonary oedema	50.00
23557	Mrs. Mammie Bittenbender	1639	Hartlesville, Okla.	94	Rheumatism	25.00
23558	Peter W. Mundy	1717	New York, N. Y.	9 8	Lobar pneumonia	200.00
23559	Henry J. Dunkel	945	Jefferson City, Mo.	5 6	Gunsbot wound	200.00
23560	Carl Kagebmacher	1365	Cleveland, Ohio	11 10	Carcinoma of stomach	50.00
23561	Luther Nason	1673	Somersworth, N. H.	4 9	Endocarditis	50.00
23562	Mrs. Josephine Nelson	1747	New York, N. Y.	10 7	Bichloride poisoning	50.00
23563	Mrs. Mattie L. Pries	4	Davenport, Iowa	1 10	Cerebral hemorrhage	50.00
23564	Alexander Almqvist	34	Long Island City, L. I., N. Y.	7 6	Pulmonary tuberculosis	200.00
23565	Richmond Hill (dis)	318	Savannah, Ga.	13	Accidental injuries	400.00
23566	W. B. Whitaker	384	Asherville, N. C.	12 6	Parasitis	200.00
23567	Douglas McEachern	386	Dorchester, Mass.	5 1	Pulmonary tuberculosis	200.00
23568	Mrs. Edwin C. Boyd	696	Tampa, Fla.	14 2	Pulmonary tuberculosis	50.00
23569	Joseph E. Gould	724	New York, N. Y.	11 4	Pulmonary tuberculosis	200.00
23570	M. H. McLean	938	W. Roxbury, Mass.	12 8	Accidental fall—chest crushed	200.00
23571	Mrs. Mary A. Shiles	1410	Boston, Mass.	11 9	Cerebral hemorrhage	50.00
23572	Dennis Lane	13	Chicago, Ill.	16 6	Heart block	200.00
23573	Orto Manson	434	Chicago, Ill.	12 5	Gastric carcinoma	200.00
23574	Wm. Linahan	639	Brooklyn, N. Y.	1 1	Fracture of spine	200.00
23575	Godfrid Gelineau	683	Burlington, Vt.	13 5	Uremia	50.00
23576	G. Albert Wills	750	Asbury Park, N. J.	15 ..	Cancer of stomach	200.00
23577	Mrs. Minnie Brill	522	Milwaukee, Wis.	19 ..	Nephritis	50.00
23578	Jas. Pake	1	Chicago, Ill.	4 9	Hemorrhage	50.00
23579	Mrs. Catherine McLaugh	33	Roston, Mass.	21 6	Bright's disease	50.00
23580	Abner Holdridge	1075	Hudson, N. Y.	12 6	Pneumonia	50.00
23581	Mrs. Alvina Jones	434	Chicago, Ill.	7 7	Peritonitis	50.00
23582	Wm. M. Poe	1650	Lexington, Ky.	1 4	Cirrhosis of liver	50.00
Total						\$30,083.50

Full beneficial claims	\$21,058.50
Semi-beneficial claims	1,900.00
Wife's claims	3,825.00
Disability claims	3,300.00
Total	\$30,083.50

Claim No.	Name of deceased or disabled.	Union.	City.	Membership. Yrs. Mos.	Cause of disapproval.	Amount Claimed.
2617	Edward Doherty	93	Ottawa, Ont., Can.	1	Three months in arrears	\$200.00
2618	Edward Wm. Reissig	985	Gar N. Ind.	7	Three months in arrears	200.00
2619	Mrs. Jennie Hall	94	Providence, R. I.	11	Sick when admitted	50.00
2620	August Kantes	181	Chicago, Ill.	1	Three months in arrears	50.00
2621	Mrs. Clara J. Curry	948	Sioux City, Iowa	8	Sick when admitted	50.00
2622	Freeman J. Tallmadge	1215	Methuen, Mass.	2	Three months in arrears	50.00
2623	Mrs. Ethel Capwell	339	Clarks Summit, Pa.	6	Three months in arrears	50.00
2625	Mrs. Bessie M. Rollison	122	Philadelphia, Pa.	7	Semi-bent, not entitled to wife donation	25.00
2627	Wm. G. Manson	818	Putnam, Conn.	4	Three months in arrears	200.00
2630	Mrs. Margaret Hinicker	35	San Rafael, Cal.	7	Not 6 months a member at wife's death	25.00
2631	Ike Leyner (dis)	486	Bayonne, N. J.	54	Not result of accidental injuries	300.00
2632	Chas. Godfrey	919	St. John, N. B., Can.	3	Three months in arrears	200.00
2633	Mrs. Minnie M. Osborn	836	Janesville, Wis.	9	Three months in arrears	50.00
2634	Herman Wendt (dis)	334	Saginaw, Mich.	5	Not totally disabled	400.00
2635	Fred Henke (dis)	1259	Monett, Mo.	4	Semi, not entitled to disability	300.00
2636	Mrs. Caroline Blum	254	Pittsburgh, Pa.	3	Three months in arrears	50.00
2637	Raphael Pinto	48	New York, N. Y.	2	Six months—suspended	200.00
2638	Chas. H. Myers	143	Canton, Ohio	1	Three months in arrears	50.00
2639	Mrs. Mary J. Durling	831	Arlington, Mass.	13	Semi-bent., not entitled to wife donation	25.00

The Carpenter

Rent

You may tinker with the tariff and may make
some simple gains,

You may put on tolls or take 'em off, inducing
party pains;

You may monkey with the money, but the lack
of it remains,

For the Mother of Monopoly is laughing as
she reigns.

Rent! rent! who is it pays the rent?

A dozen days in every month the worker's
back is bent;

Figure it in dollar bills or work it by per cent,
But with his dozen days he pays just rent,
rent, rent.

You may "minimum" the wages, you may let
the women vote,

You may regulate the railroads with a legal
antidote,

You may jail some Rockefeller, or may get a
Morgan's goat,

But the Mother of Monopoly is laughing in
her throat.

Rent! rent! who is it pays the rent?

A hundred days in every year a business
profit's spent;

Figure it in "overhead," or state it by per
cent,

But all your hundred days are gone for rent,
rent, rent.

You may institute Foundations, you may edu-
cate the dubs,

You may librarize the Bread Line and establish
Slummy Clubs;

You may ostracize the Demon Rum and
eugenize the cubs,

But the Mother of Monopoly is smiling at your
snubs.

Rent! rent! who is it pays the rent?

A score of years in life you spend to get one
document;

From your cradle to your coffin you must bow
to its assent,

And that's your little, old receipt for rent,
rent, rent.

I look across the rented world and idle land
I see,

Whose owner doesn't work it, for he's work-
ing you and me,

And on the first of every month all tenants
bow the knee,

And pay the rent of vacant land, in great or
small degree.

Rent! rent! who is it pays the rent?

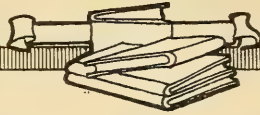
The worker's hands are busy and the business
back is bent;

The idle lands advance in price and every
single cent

Of that advance is paid by us in rent, rent,
rent.

—Edmund Vance Cooke, in The Public.

Directory of Business Agents



- Aberdeen, Wash.—R. B. Ellis, 512 Burleigh av.
Akron, O.—R. F. Booth, 32 N. Main st.
Albany, N. Y.—Thos. Gilmore, Room 21, Beaver Block.
Allentown, Pa.—Clarence Seaman, 21 N. Madison st.
Alliance, Neb.—Roy Wells.
Alton, Ill.—Roland Adams, 202 Pioneer Bldg.
Anadarko, Okla.—J. E. Wilson.
Annapolis, Md.—George E. Wooley, 8 West st.
Ardmore, Okla.—D. N. Ferguson, Box 522.
Asbury Park, N. J.—David F. Gant, Bradley Beach, N. J.
Asheville, N. C.—A. L. Henry, R. F. D. 3.
Atlanta, Ga.—E. L. Ficken, 220 Brown and Randolph Bldg.
Atlantic City, N. J.—Frederick Scheideman, 307 N. Massachusetts ave.
Auburn, Ill.—J. E. Higgins.
Augusta, Ga.—J. W. Johnson, 1906 Greene st.
Augusta, Me., Waterville and Vicinity—T. M. Rollins, 18 Cushman st., Augusta, Me.
Aurora, Ill.—Edward F. Ream, 77-79 Fox st.
Ausable Forks, N. Y.—Hiram Jacques.
Bakersfield, Cal.—J. C. Harter, Labor Temple.
Baltimore, Md.—L. U. 329, Eugene Sullivan, 15 E. Haywood ave., Pimlico, Md.; L. U. 29, Frank G. Simmons, Border State Bank Bldg., Park ave. and Fayette st.
Barre, Vt.—C. R. Hall.
Bartlesville, Okla.—S. F. Wray.
Batavia, N. Y.—Frank Roberts, 1 Holland ave.
Battle Creek, Mich.—Wm. Cartridge, 316 Kale-zoo st.
Bay City, Mich.—Wm. B. Gust, 303 Fillmore pl.
Beardstown, Ill.—Hy Thornsby, 801 E. 4th st.
Belmar, N. J.—Harry Redmond, Box 245.
Bergen County, N. J.—John D. Carlock, 388 Ridgewood ave., Ridgewood, N. J.
Binghamton, N. Y.—Jerry Ryan, 77 State st.
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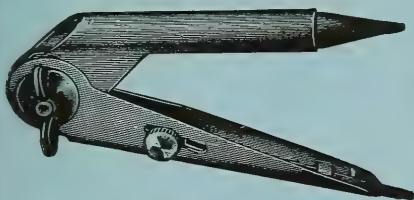
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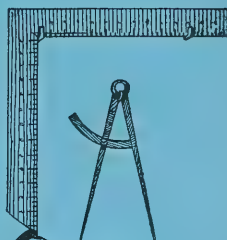
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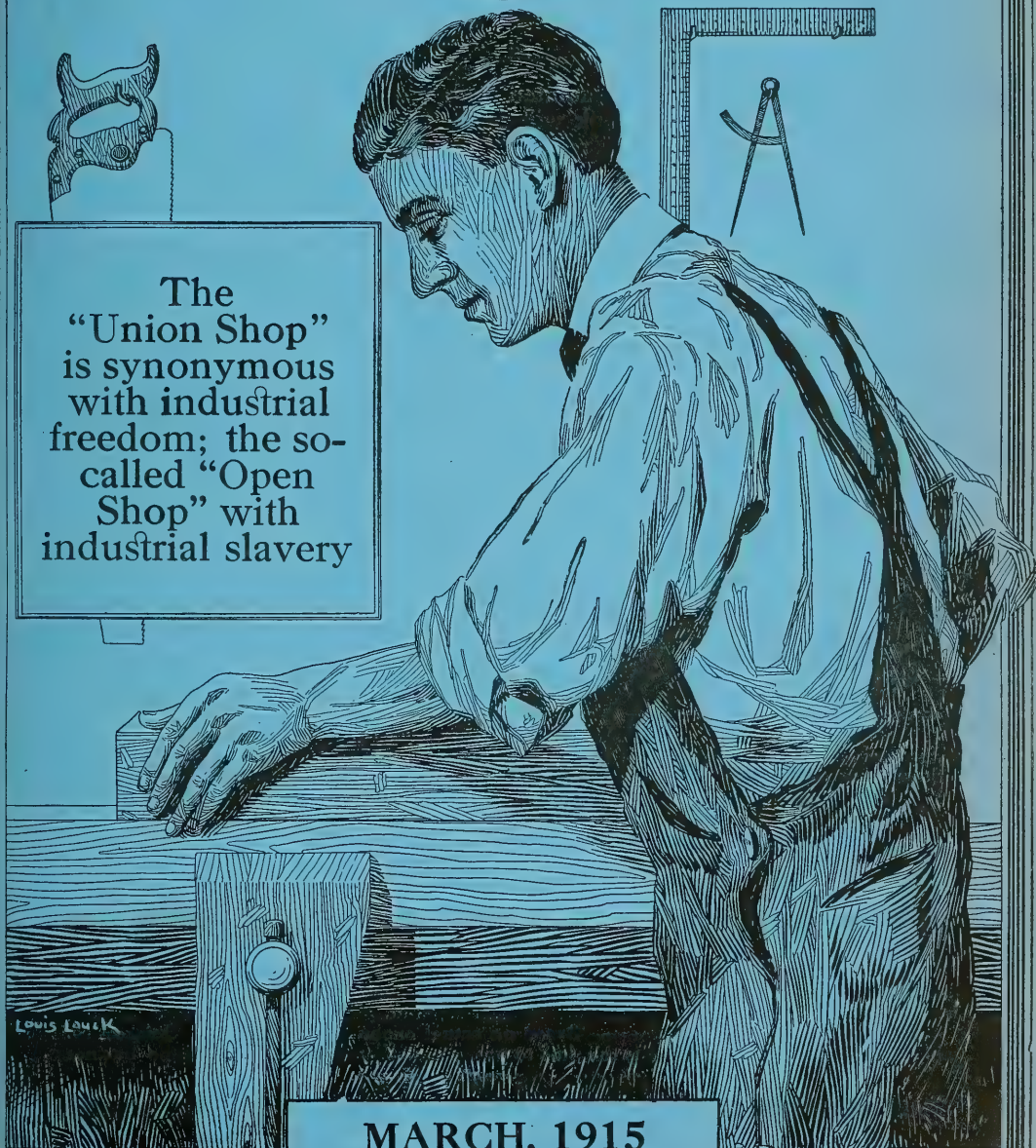
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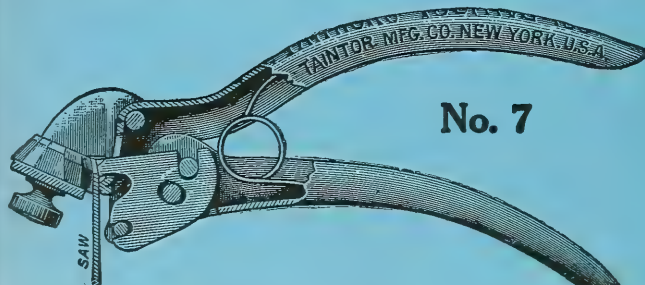
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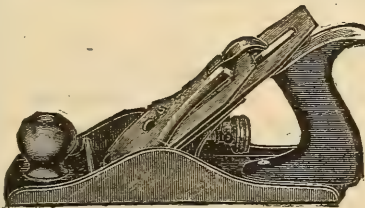
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THE CARPENTER

A Monthly Journal for Carpenters, Stair Builders, Machine Wood Workers,
Planing Mill Men, and Kindred Industries

Entered February 13, 1903, at Indianapolis, Indiana, as second class mail matter, under the Act of Congress of March 3, 1879

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Established in 1881

INDIANAPOLIS, MARCH, 1915

One Dollar Per Year
Ten Cents a Copy

Man's Right to Work



Out on the roads they have gathered, a hundred thousand men,
To ask for a hold on life as sure as the wolf's hold in his den.
Their need lies close to the quick of life as the earth lies close to
the stone;

It is as meat to the slender rib, as marrow to the bone.

They ask but the leave to labor, to toil in the endless night,
For a little salt to savor their bread, for houses water-tight.
They ask but the right to labor and to live by the strength of
their hands—

They who have bodies like knotted oaks, and patience like sea-
sands.

And the right of a man to labor and his right to labor in joy—
Not all your laws can strangle that right, nor the gates of Hell
destroy.

For it came with the making of man and was kneaded into his
bones,

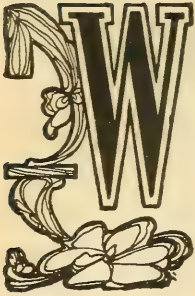
And it will stand at the last of things on the dust of crumbled
thrones.

—By Edwin Markham

The Carpenter

UNEMPLOYMENT BENEFITS

(By Richard Hazelton.)



WHEN we have been through a period of trade depression such as we have recently experienced the question of unemployment benefits is sure to be one well calculated to exercise the mind of the average trade unionist. As our members know, the matter of such benefits, in so far as our organization is concerned, has been talked of several times in the past, but no definite action taken.

Unemployment benefits do not seem to be favored as much by American trade unionists as by those of Europe, especially in Great Britain, parts of Germany and continental Europe. In Great Britain unemployment benefits were the forerunner of an extensive scheme of state unemployment insurance which was in full swing at the outbreak of the war.

Not until comparatively recent years have conditions in this country been such as would bring the question of unemployment benefits imperatively before trade unionists but, since 1907, recurring periods of unemployment have brought the practicability of it to the attention of various trade unions. The idea does not appeal to all union men, of course, and there are those who believe that a system of small unemployment benefits does not go reasonably far enough toward lessening the menace of unemployment and urge a direction of energy toward a more equal distribution of work as witness our own organization, which has declared in favor of a six-hour work-day as a means of reducing unemployment to a minimum. However, unemployment benefits, small though they be, are very acceptable to the wage earner who finds himself out of employment with perhaps a young family dependent upon him.

One of the most elaborate schemes of unemployment benefits which has come to

my attention is that which has been perfected by the German Typographical Union, No. 7, of New York City. Its three hundred members pay high dues, 90 cents a week for members working and one-half that amount for members not employed. An assessment of one per cent. of wages is also levied for the upkeep of the national organization. I wonder what would be the feelings of our members if they were obliged to pay such stiff dues? These typos make five dollars a day for a five-day week when employed, and as their business agent, A. Bommerschein, recently remarked: "With these high dues we can lay aside something for the rainy day. **The trouble with most union treasuries is that the men don't tax themselves enough when they're at work.**"

During unemployment the members of this union are well cared for. Men who have belonged to the union for 104 weeks are entitled to sixteen weeks' benefits, those belonging for 200 weeks or over are entitled to an indefinite benefit. A strict supervision of the unemployed is kept and a man is fined four weeks' benefit allowance for refusing a steady job; the penalty for further offenses is more drastic and the chances of deceit being attempted are very slight. The benefits are drawn from two sources in order to protect the local's treasury; first, a man gets an allowance up to a certain amount from the national treasury, next he receives his benefits from the local for a period of three weeks, then he again draws upon the national fund.

By an ingenious plan no member of the union is, however, wholly out of employment, for a system of rotation exists whereby a man after three weeks' employment gives way to one of his unemployed brother unionists. A list of unemployed members is kept from which the man at the top is sent to a temporary position for three weeks after which he drops automatically to the bottom of the list and another takes his place. Several

The Carpenter

temporary positions are often being filled at the same time further reducing unemployment. During the month of January there were twenty-six men on the unemployed list and as a result of this system each had about eleven days' work. Of course, if a job looks like a permanent one a man is sent to fill it indefinitely.

"Big six," the famous typographical union of New York, has also an elaborate system of out-of-work benefits, ranging from \$5 to \$15 according to individual need, through a benefit board. The fund

is raised by special assessment of one-half of one per cent. of the wages of those at work. Last fall, because of exceptionally severe conditions in the printing trade, a heavy assessment of five per cent. on all wages over \$10 raised a revenue of \$20,000 for unemployed members.

The foregoing are interesting instances of what is being done along well-thought-out lines by associations of union wage earners to mitigate the hardships of unemployment.

A PLEA FOR THE EUROPEAN WAR SUFFERERS



HE following communication from Brother Gabriel Edmonston of Washington, D. C., who was the first General President of our organization, was read at the first 1915 session of the General Executive Board. The board members, in

taking action on the communication, expressed themselves in accord with the spirit of Brother Edmonston's suggestion and decided to commend same to the membership for consideration through the columns of *The Carpenter*. The communication reads:

—Relief for the War Sufferers—

Brothers—An opportunity is presented by the European war to demonstrate the value of trade unions on a new line. The widespread calamity that now covers Europe is of such immense proportion that neutral nations are waking but slowly to the task imposed by the cry for help and the humane impulses of our nature.

The innocent victims of a war of such colossal size are in parallel proportions and are numbered by the millions. The organized charities of our land have all they can manage to provide the necessities of life for our own people at this time. Hunger does not stand still on

prospects of a food supply and the time consumed in planning is slowly pinching the cheeks of the innocent sufferers.

We have an organization that is trained to move promptly in a good cause. I am fully persuaded that the 260,000 union carpenters would be glad of an opportunity to help in such an ennobling work. If we give a uniform amount per capita such as the poorest carpenter would be glad to give it would wipe out any distinction as to the amount of individual contribution. We may, with the consent of our Executive Board, voluntarily tax ourselves in any good cause that commands our support that is in harmony with our objects.

"Corporations have no souls," but trade unions have a heart that responds to the teachings of that Great Carpenter, who said: "Inasmuch as ye have done it unto one of the least of these my brethren, ye have done it unto me."

A writer in a recent number of the *Literary Digest*, in describing the flight of the refugees from Antwerp, said: "The clack, clack, clack of the tiny wooden shoes of the children on the road in their weary effort to keep up with the mother was the most pitiful sound I ever heard." That sound came to my imagination and still lingers and lingers. I have never been interested in the question of woman suffrage one way or the other, but I now wonder if this thing could have happened if women of the world

The Carpenter

had had the right to vote. I think not. One such war would put the soldier out of business and make a world's federation in the interests of peace an established fact. I am now too old to lend my feeble energies to that cause, but I hope to accomplish something toward relieving the distress that is now so prevalent in Europe by appealing to my fellow craftsmen who have so highly honored me in the past.

We have in round numbers 260,000 members. I am confident that each member would be glad to give the price of of a loaf of bread to the unfortunate victims of the war, especially so when it is shown that the result would be of such respectable proportions. Five cents per capita would amount to \$13,000. This sum would load a ship with 2,600 barrels of flour, or the equivalent of nearly one-half million loaves of bread. To accomplish this purpose in the shortest possible time it will be necessary at the next meeting of all locals to adopt a motion to tax each card five cents and anticipate its payment by an appropriation from the local's treasury and send the full amount without delay to the General Office in Indianapolis. To take the amount out of the locals' funds without this provision to replace it would rob the individual of the satisfaction of giving out of his own pocket and lose the voluntary act of the giver.

All of us would be proud of our National Union if we should send a shipload of breadstuffs to our cousins over the seas designated as the contribution of the U. B. of C. and J. of America to the war sufferers.

GABRIEL EDMONSTON,
First General President of the U. B.
of C. and J. of America.

Use of Wood in Modern Warfare

The extent to which wood enters as a factor into warfare is very likely to be forgotten in these modern days, when submarines furtively seek their prey beneath the waves and aeroplanes and Zeppelin dirigibles meet in deathly combat in the skies. Nevertheless the old ele-

mental material has stood the test of time and the skill of the woodworker is as frequently requisitioned in perfecting modern armaments as it was at any period of the past, very probably even more so.

From the first wooden club used by primeval men to the scientifically correct weapons of the present day is a long stride, says Wood Craft. Frontier log houses were pioneer protection. Dugout canoes preceded the era when, as we are told by tradition, the warriors of Greece went forth on the wooden Argo in search of the golden fleece. Troy was captured by the aid of that mammoth wooden horse that held a daring group of Grecian invaders. Chariots, battering rams, scaling ladders, catapults, slings, gateways, portcullis, drawbridges and other ingenious contrivances of the ancients tell on antique parchment and on many monuments of stone the part contributed by the woodworker to the art of war. McCurdy says that of operations in the field the famous example of Caesar's bridge over the Rhine—completed in nine days—will stand as one of the greatest of feats.

In modern times we have pontoon bridges, timbering for trenches and the making of temporary and other bridges to replace those destroyed by assault of arms. Repairs and renewals of wheels and wagons are continuously demanded in wood. Huts and sheds, as well as their fittings for camps and hospitals, the making of wagons and cases for the transportation of supplies, all these and similar wants call upon the woodworking craftsman. Aeroplanes are largely of wood, walnut and other choice materials being used freely in their construction. Even battleships are not free of this very convenient means of construction, the armor being bolted on to a stout backing of heavy timber, frequently teak.

Show your interest in the affairs of the U. B. in a practical manner by regularly attending the meetings of your local.

Editorial



THE CARPENTER

Official Journal of

**The United Brotherhood
of
Carpenters and Joiners of America**

Published on the 15th of each month at the
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Indianapolis, Ind.

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INDIANAPOLIS, MARCH, 1915

Building Trade Prospects

While we will not pretend to deny that there was a good deal of pessimism at the beginning of the year regarding the building outlook, we are glad to report a very welcome change from such an attitude in many different parts of the country. This, no doubt, will be good news to the many building tradesmen who have been the chief sufferers as a result of the great trade depression last year.

Of course, it sounds like the veriest platitude to say that prosperity in the building line depends on the state of the money market to a greater extent than in any other industry. Yet it is well to emphasize that fact. Building operations are almost universally floated on a loan basis today. The fluctuations of the money market either make or mar build-

ing trade prospects and a general financial stringency or any tightening of the nation's purse strings seriously hamper the industry.

Throughout the country, especially in the Middle West, money seems to be loosening up considerably and the banks are lending money much more freely than in the past. Whether the recent currency legislation has been directly responsible for this we are unable to tell; but, at any rate, it has helped to tone up building trade prospects and augurs well for the coming season.

The revival of building operations which were suspended last year should also enter as a factor in making 1915 a record year, as there is a great deal of work of this nature hanging fire. Last month we remarked that the large number of trade movements entered into, and the very successful outcome of a number of them, furnished a good indication of a busy season. This month many more locals have reported satisfactory progress along this line.

It is hardly likely that these favorable indications could be purely artificial, for in addition we have the views of representative bankers, contractors, real estate men and architects, all of which seem to be in accord in believing that a return of prosperity is at hand in the building trade. Our members should, therefore, take heart, especially those who have been discouraged by long periods of enforced idleness. A good busy season's work should put them solidly on their feet again.

* * *

New York Day of Rest Law Upheld

We are glad to see that the New York law requiring that employes in mercantile and manufacturing establishments shall have one day of rest in seven has been upheld by the Court of Appeals. The bill, it will be remembered, was

The Carpenter

framed by the American Association for Labor Legislation to meet the necessities of modern industry and requires that workers be given a twenty-four hour rest in each week. The statute differs materially from the Sunday laws in force in the different states and is largely intended to supplement them, for such laws, especially in the older states, are today practically unable to meet the newer conditions existing in our modern industries. The New York law is based upon the theory that all workers, because of the complexity of our modern civilization, cannot avail of the Sunday day of rest but that they are entitled, nevertheless, to a full day of rest in each week in the interest of health and general welfare.

In upholding the constitutionality of the law, the Court of Appeals took an advanced position on that usually taken on the subject of laws regulating the Sabbath, and said:

Can we say that the provision for a full day of rest in seven for such employes is so extravagant and unreasonable, so disconnected with the probable promotion of health and welfare that its enactment is beyond the jurisdiction of the legislature? * * * We have no power of decision of the question whether it is the wisest and best way to offset these conditions and to give to employes the protection which they need, even if we had any doubt on that subject. Our only inquiry must be whether the provision on its face seems reasonable, fair and appropriate, and whether it can fairly be believed that its natural consequences will be in the direction of the betterment of public health and welfare, and therefore that it is one which the state for its protection and advantage may enact and enforce.

The court also stated, as a matter of common observation, that the labor of the classes of employes designated in the bill was generally indoors and imposed that greater burden on health which comes from confinement, many times accompanied by crowded conditions and impure air, and that consequently special conditions were presented which became a reasonable basis for special consideration.

There is in this decision of the New York court an implied willingness to meet existing industrial conditions which

is very refreshing and we only wish that other courts would adopt something of the same frame of mind when passing upon the constitutionality of labor legislation in general. If so, we would find less reliance placed upon moth-eaten legal precedents and obsolete statutes which were never intended for the complex conditions of our modern world, and instead a more frank recognition of the needs of humanity.

* * *

The Sixty-third Congress

Among the legislative measures which we should like to have seen passed before the close of the Sixty-third Congress were the Palmer-Owens child labor bill and the Booher-Hughes bill regulating the interstate shipment of goods wholly or in part manufactured, mined or produced by convict labor. As things stood, however, on account of the legislative jam in the Senate during the closing days of the session nothing short of a miracle could have brought them up for final action. This is much to be regretted, as both bills scored notable triumphs in the House of Representatives and their enactment into law would add needed strength to the record of the Sixty-third Congress in the matter of social reform legislation.

The Booher-Hughes convict labor bill passed the House four times, the vote the last time being 302 to 3, and on being sent to the Upper House, the Senate committee reported favorably upon it.

As regards child labor legislation: the Palmer-Owen bill was passed by the House on February 15 by a vote of 237 to 45 despite strong opposition, especially from the southern cotton manufacturers. The small vote against the bill was made up almost wholly of Congressmen from southern States backward in child labor legislation; nine were from Georgia, seven from North Carolina, six from Mississippi, five from Texas, five from South Carolina and three from Alabama. The bill in all probability now goes over to the next Congress, but its triumphant passage by the recent House

(Continued on Page 22.)

Official Information



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All correspondence for the General Executive Board must be sent to the General Secretary.

-:- Our Principles -:-

Resolved, That we, as a body, thoroughly approve of the objects of the American Federation of Labor and pledge ourselves to give it our earnest and hearty support.

Union-Made Goods

Resolved, That members of this organization should make it a rule, when purchasing goods, to call for those which bear the trademark of organized labor, and when any individual, firm or corporation shall strike a blow at labor organizations they are earnestly requested to give that individual, firm or corporation their careful consideration. No good union man can kiss the rod that whips him.

Labor Legislation

Resolved, That it is of the greatest importance that members should vote intelligently; hence the members of this Brotherhood shall strive to secure legislation in favor of those who produce the wealth of the country, and all discussions and resolutions in that direction shall be in order at any regular meeting, but party politics must be excluded.

Immigration

Resolved, That while we welcome to our shores all who come with the honest intention of becoming lawful citizens, we at the same time condemn the present system which allows the importation of destitute laborers, and we urge organized labor everywhere to endeavor to secure the enactment of more stringent immigration laws.

Faithful Work

Resolved, That we hold it as a sacred principle that Trade Union men, above all others, should set a good example as good and faithful workmen, performing their duties to their employers with honor to themselves and their organization.

Shorter Hours of Labor

We hold a reduction of hours for a day's work increases the intelligence and happiness of the laborer, and also increases the demand for labor and the price of a day's work.

Miscellaneous

We recognize that the interests of all classes of labor are identical, regardless of occupation, nationality, religion, or color, for a wrong done to one is a wrong done to all.

We object to prison contract labor, because it puts the criminal in competition with honorable labor for the purpose of cutting down wages, and also because it helps to overstock the labor market.

Resolved, That we most earnestly condemn the practice in vogue in many cities, but more especially in the West, of advertising fictitious building booms, as it has a tendency to demoralize the trade in such localities.

The Carpenter

Proceedings of the First Quarterly Session, 1915, of the G. E. B.

During the interim between the fourth quarterly session of 1914 and the first quarterly session of 1915 the Board acted upon the following matters by correspondence:

October 27, 1914.

Arecibo, Porto Rico.—Request of L. U. 1589 for financial aid for members involved in trade dispute. The Board votes to pay strike relief as reports are received at the G. O.

October 29, 1914.

The Board approves of the action of the G. P. in notifying the District Council of Indianapolis, Ind., that members locked out on account of supporting the bricklayers will receive financial aid from the General Office.

October 29, 1914.

The G. P. submitted to the members of the Board a detailed report relative to investigation made by himself and Board Member Potts concerning lawsuits in Chicago, in accordance with previous instructions of the Board.

November 25, 1914.

On recommendation made by the G. P., the Board approves of a bill for one hundred dollars covering extra expenses incurred by D. F. Featherston in connection with the metal trim exhibit at the convention of the American Federation of Labor.

The G. P. submitted to the Board a report by Organizer Lakey on conditions in Freeport, Ill., where a strike had been in progress for several months past. The Board decides to discontinue strike pay after December 5.

November 25, 1914.

The G. P. submitted to the Board a report of the investigation made by him in the case of Mrs. P. J. McGuire, as authorized by the Indianapolis convention, and the Board approves of the action of the G. P. in having certain repairs made at the McGuire home and in rendering a small weekly allowance to Mrs. McGuire.

The report and recommendations of Organizer Lakey, relative to the mill men's strike in Cincinnati, Ohio, was submitted to the Board by the G. P., and the Board decided to discontinue further strike pay after the week ending December 5.

November 30, 1914.

The G. P. submitted to the Board a communication from Lawyer Beattie, of New York City, regarding the Bossert vs. Dhuy and the Newton vs. Erickson cases. The Board approves of the action of the G. P. in authorizing Lawyer Beattie to appeal the cases to a higher court.

December 1, 1914.

Grand Rapids, Mich.—Request of the D. C. for continued financial aid for men involved

in a movement for the eight-hour day. The Board decides to discontinue further financial relief.

December 4, 1914.

Cincinnati, Ohio.—Request of Millmen's Unions Nos. 327 and 1251 to circulate an appeal for financial aid for the mill men on strike. The Board denies the request.

December 22, 1914.

The G. P. submitted to the Board a copy of a communication received from the Cincinnati mill men, urging the necessity of continued financial assistance for the men involved in the strike, in order that their Local Unions might be maintained. The Board appropriates \$1,000.00.

Indianapolis, Ind., January 18, 1915.

The first quarterly meeting of the General Executive Board for the year 1915 was called to order on the above date by General President Kirby, all members present except Brother Guerin, who was detained in the East on other business.

Cincinnati, Ohio.—Brother Rose, of L. U. 327, and Brother Imwalle, of L. U. 1251, properly credentialed, appeared before the G. E. B. in behalf of the striking mill men, requesting a further appropriation for the men still out. The Board appropriates the sum of one thousand (1,000) dollars.

Louisville, Ky.—Brother Weyler, of L. U. 64, and Organizer Huber, who has been in that city for some time past, appeared before the G. E. B. in support of a request for an appropriation for organizing purposes. After a hearing on the request the Board laid the matter over until all the papers in the case are before the Board.

The examination and audit of the books and accounts was taken up at this time.

January 19, 1915.

All members present except Guerin.

The examination and audit of the books and accounts continued.

January 20, 1915.

All members present except Guerin.

The entire day was taken up in the audit and examination of the books and accounts.

January 21, 1915.

All members present except Guerin.

St. Louis, Mo.—Request received from the D. C. by telegram that Brother Simpson be allowed to appear before the G. E. B. in regard to the mill question. Request granted.

East Orange, N. J.—Communication received from the District Council of Montclair, Bloomfield and the Oranges relative to a lockout in East Orange by Curtis Brothers, involving sixteen men. When additional report is made by the D. C. as to the progress of the lockout the G. E. B. will take further action.

Chicago, Ill.—Communication from Farrell

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& Thompson, lawyers, in regard to the contempt case against officers and members and the Carpenters' District Council of Chicago and other cases read, and balance of bill amounting to \$3,600.00 ordered paid.

The examination and audit of the books and accounts continued.

January 22, 1915.

All members present except Guerin.

Stockton, Cal.—Telegram received from L. U. 266 relative to progress of lockout. The G. E. B. appropriates \$810.00 for the relief of the men answering roll call.

The examination and audit of the books and accounts continued.

January 23, 1915.

All members present except Guerin.

The entire day taken up with the audit of books and accounts.

January 25, 1915.

Audit and examination of books and accounts continued.

January 26, 1915.

The examination and audit of the books and accounts continued and completed. The report of the expert accountant was compared with the books of the General Office and the books and accounts found to be correct.

Kenosha, Wis.—Request of L. U. 161 for a rehearing of the case of said L. U. vs. certain members of the D. C. of Milwaukee, Wis., on the grounds that said union was not in position to send a delegate to the last convention to present their case, further that they had new evidence for presentation that was not submitted previously. It was decided to set Tuesday morning, February 2, at 10 o'clock, for a hearing of the case, the Milwaukee D. C. to be notified of said hearing.

January 27, 1915.

All members present.

Columbus, Ind.—A communication was received from L. U. 1155, inviting some one of the General Officers to attend a meeting on the evening of January 27, at which the wage scale for the coming year was to be discussed. Received and filed, as the notice of the meeting was too short.

Cincinnati, Ohio.—A communication was received from L. U.'s 327 and 1251, the striking mill men's unions, asking whether or not further donations would be made for the benefit of the men on strike. The G. S. is instructed to notify said Local Unions that the last donation, made by the Board on January 18, 1915, was final.

Coffeyville, Kan.—Communications from L. L. 1212, relative to lockout in progress since early in January, were read and laid over awaiting further information.

Communication from the Brunswick-Balke-Collender Company, of Chicago, Ill., complaining against the action of certain members of our organization in that city in requesting prospective customers to deal with and patronize

home firms instead of those who do their work elsewhere, was placed before the Board by the G. P. After a full discussion of the matter the Board finds that our members in Chicago are not discriminating against our label in any manner, but, on the contrary, are only boosting home industry, the same as Chambers of Commerce and Boards of Trade are doing elsewhere.

Charges preferred against W. L. Hutcheson, First General Vice-President; James P. Ogle-tree, member of the G. E. B. from the Fourth District, and Organizers Berry and Kiern, by L. U. No. 76 of New Orleans, La., were read. The G. E. B. cannot consider same, as the General Constitution has not been complied with by L. U. 76, and for the further reason that the charter involved did not belong to L. U. 76, but was the property of the U. B. and should have been sent to the General Office when that L. U. lapsed.

White Plains, N. Y.—Appeal of L. U. No. 53 of White Plains from the decision of the G. P. in the matter of the initiation by L. U. 2522 of an ex-member of L. U. No. 53. The decision of the G. P. is sustained on the grounds set forth therein and the appeal dismissed.

San Francisco, Cal.—Appeal of the Bay Counties D. C. from the decision of the General President concerning the right of L. U. 22 to elect its own business agent without the sanction of the D. C. The decision of the G. P. is sustained on the grounds set forth therein and the appeal is dismissed.

Tacoma, Wash.—Appeal of L. U. 470 of Tacoma from the decision of the G. P. in the case of L. U. 470 vs. L. U. 1320, concerning the initiation fee of J. C. Kelly. The decision of the G. P. is sustained on the grounds set forth therein and the appeal dismissed.

Hartford, Conn.—Appeal of L. U. No. 43 from the decision of the G. P. in the case of Kenneth Finlayson, of Hartford, vs. the Springfield (Mass.) D. C. The decision of the G. P. is sustained on the grounds set forth therein and the appeal dismissed.

Ridgefield, Conn.—Appeal of L. U. 1119 from the ruling of the G. P. in the controversy between L. U. 1119 of Ridgefield and L. U. No. 53 of White Plains, N. Y., over the initiation of one Henry Cote. The decision of the G. P. is sustained on the grounds set forth therein, as specified in Section 58 of the General Constitution, and the appeal is therefore dismissed.

Pawtucket, R. I.—Appeal of the District Council of Pawtucket from the ruling of the General President in ordering the consolidation of the Pawtucket and Providence District Councils. In the organizing of one District Council to cover the territory now covered by the District Councils of Providence and Pawtucket, R. I., the G. E. B. sustains the action of the G. P. and dismisses the appeal from the Pawtucket D. C.

Charges being preferred by L. U.'s Nos. 1312

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and 1846 of New Orleans, La., against L. U. No. 76 of the same city for violation of Section 131 of the General Constitution in its entirety, the G. E. B. deferred action pending an investigation by a special committee of the G. E. B. appointed by the General President. The G. P. appoints Brother Potts, of the Third District; Brother Martel, of the Seventh District, and the General Secretary.

January 28, 1915.

All members present.

St. Louis, Mo.—Appeal of L. U. No. 257 from the decision of the G. P. in the case of W. B. Ferrell and W. P. Lytle vs. L. U. No. 257. The decision of the G. P. is sustained on the grounds set forth therein and the appeal dismissed.

Cleveland, Ohio.—Appeal of Frank Kadervek from the decision of the G. P. in the case of Frank Kadervek vs. the Cleveland D. C. The decision is sustained on the grounds set forth therein and the appeal dismissed.

New York, N. Y.—Appeal of C. Nier from the decision of the General President in the case of C. Nier vs. the New York District Council. The decision of the G. P. is sustained on the grounds set forth therein and the appeal dismissed.

Herrin, Ill.—Appeal of T. J. Burnett from the decision of the General President in the case of T. J. Burnett vs. L. U. 581 of Herrin. The decision of the G. P. is sustained on the grounds set forth therein and the appeal dismissed.

Herrin, Ill.—Appeal of R. W. Davis from the decision of the General President in the case of R. W. Davis vs. L. U. 581 of Herrin. The decision of the G. P. is sustained on the grounds set forth therein and the appeal dismissed.

Herrin, Ill.—Appeal of A. L. Gothard from the decision of the General President in the case of A. L. Gothard vs. L. U. No. 581. The decision of the G. P. is sustained on the grounds set forth therein and the appeal dismissed.

New York, N. Y.—Appeal of Edw. Werner from the decision of the General President in the case of Edw. Werner vs. L. U. No. 126 of Brooklyn. The decision of the G. P. is sustained on the grounds set forth therein and the appeal dismissed.

Herrin, Ill.—Appeal of J. M. Craven from the decision of the G. P. in the case of J. M. Craven vs. L. U. No. 581 of Herrin. The decision of the G. P. is sustained on the grounds set forth therein and the appeal dismissed.

Fort Worth, Tex.—Appeal of E. E. Smith from the decision of the General President in the case of E. E. Smith vs. L. U. No. 208 of Fort Worth. The decision of the G. P. is sustained on the grounds set forth therein and the appeal dismissed.

St. Louis, Mo.—Appeal of L. U. No. 257 from the decision of the G. P. in the case of L. U. No. 257 vs. the St. Louis D. C. The decision

of the G. P. is sustained on the grounds set forth therein and the appeal dismissed.

Seattle, Wash.—Appeal of John N. Holbach from the decision of the General President in the case of John Holbach vs. the Seattle D. C. The decision of the G. P. is sustained on the grounds set forth therein and the appeal dismissed.

New York, N. Y.—Appeal of George Wetzel from the decision of the General President in the case of George Wetzel vs. the New York D. C. The decision of the G. P. is sustained on the grounds set forth therein and the appeal is dismissed.

Boston, Mass.—Appeal of George Gale from the decision of the General President in the case of George Gale vs. the Boston D. C. The decision of the G. P. is sustained on the grounds set forth therein and the appeal dismissed.

The reports of General President Kirby, First General Vice-President Hutcheson and Second General Vice-President Quinn for the quarter ended December 31, 1914, were read and ordered published in The Carpenter.

St. Louis, Mo.—Organizer Simpson appeared before the Board in behalf of the St. Louis District Council for the purpose of explaining the mill conditions in that city as they exist at the present time, also requesting financial aid in case the outside men should become involved. The G. S. is instructed to notify the St. Louis D. C. that the matter is laid over until the laws of the U. B. governing trade movements are complied with.

New York, N. Y.—Appeal of L. U. No. 707 from the decision of the General Treasurer in disallowing the claim for funeral donation on the death of Elzear Marcotte. The decision of the G. T. is sustained on the grounds set forth therein, namely, that the brother was not in benefit standing at the time his death occurred, and the appeal is therefore dismissed.

Pekin, Ill.—Appeal of L. U. No. 644 of Pekin from the decision of the General Treasurer in disapproving the claim for funeral donation on the death of Harry Selby. The decision of the G. T. is sustained on the grounds set forth therein, namely, that the claim was not filed with the General Treasurer within six months from date of death, as required by Section 99 of the General Constitution, and the appeal is therefore dismissed.

Chattanooga, Tenn.—Appeal of L. U. No. 968 of Chattanooga from the decision of the General Treasurer in disapproving the claim for disability donation in behalf of Brother M. L. Clark. The appeal is dismissed and the decision of the G. T. sustained on the grounds set forth therein, namely, that the claim was not filed within two years, as provided for in Section 95 of the General Constitution.

January 29, 1915.

All members present.

On request of the General Treasurer for a

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ruling by the G. E. B. on decisions rendered by the Board on April 16, 1907; on January 28, 1908, and on July 20, 1908, the Board reaffirms the decisions of the dates herein specified, same to apply to all cases that are fac-simile.

The G. E. B. rules that, under the plan of solidification, beneficial members of the A. S. Section may become full beneficial or semi-beneficial members also in the U. B. by paying the full dues of beneficial or semi-beneficial members of the U. B., and their membership will date from the time they became full dues-paying members of the U. B.

Stockton, Cal.—On receipt of a telegram from L. U. No. 266, the Board appropriates \$810.00 for the relief of the members of that union involved in lockout.

Woodside, Long Island, N. Y.—Appeal of L. U. No. 324 from the decision of the General Treasurer in disapproving the claim for disability donation in behalf of Owen McLaughlin. The decision of the G. T. is sustained on the grounds set forth therein, namely, that the disability was not the result of an accident, and the appeal is dismissed.

The New York suits now pending were considered in all their phases and the G. E. B. authorized the member of the Board from the First District and the General President to continue supervision of same.

Philadelphia, Pa.—Appeal of L. U. No. 1051 from the decision of the General Treasurer in disallowing the claim for funeral donation on the death of Adam Burg, late a member of L. U. 1051. The decision of the G. T. is sustained and the appeal dismissed, as the claim was not filed within six months from date of death, as per Section 99 of the General Constitution.

Philadelphia, Pa.—The G. E. B. makes an appropriation of \$107.80 for organizing purposes, same to be expended under the supervision of the G. P.

Hartford, Conn.—Appeal of Louis Fierberg, member of L. U. No. 43 of Hartford, from the decision of the General Treasurer in disapproving the claim for disability donation in behalf of Louis Fierberg. The appeal is dismissed and the decision of the G. T. sustained on the grounds set forth therein, namely, that the brother is not totally and permanently disabled within the meaning of Section 93 of the General Constitution.

New York, N. Y.—Appeal of Antonio Borello, member of L. U. 56 of New York, from the decision of the G. T. in disallowing claim for funeral donation on the death of the wife of Brother Borello. The appeal is dismissed, the decision of the G. T. being sustained on the grounds set forth therein, namely, that the brother was not in benefit standing at the time of his wife's death.

Philadelphia, Pa.—Appeal of L. U. No. 8 from the decision of the General Treasurer in disapproving the claim for funeral donation on the death of the wife of John Wisul, a

member of L. U. No. 8. The appeal is dismissed, the decision of the G. T. being sustained on the grounds set forth therein, namely, that the claim was not filed within six months from date of death, as provided for in Section 99 of the General Constitution.

San Francisco, Cal.—Appeal of Alex. Howie, through his attorney, from the decision of the General Treasurer in disapproving claim for funeral donation on the death of son, James Howie, late a member of L. U. No. 1082. The decision of the G. T. is sustained on the grounds set forth therein, namely, that the claim was not filed within six months from date of death, as per Section 99 of the General Constitution, and the appeal is therefore dismissed.

The Board decides that where the evidence presented with any claim for death or disability donation shows that the claim is not filed in accordance with Sections 99 and 95 of the General Constitution, through the carelessness or negligence of a Local Union or its officers, as per Section 120, said L. U. is financially responsible for same.

January 30, 1915.

All members present.

The G. P. submitted to the Board the report of the Tabulating Committee elected at the Indianapolis convention to count the vote on the election of General Officers. The report shows the following General Officers elected to serve for the ensuing term:

James Kirby, General President.

Wm. L. Hutcheson, First General Vice-President.

Arthur A. Quinn, Second General Vice-President.

Frank Duffy, General Secretary.

Thos. Neale, General Treasurer.

T. M. Guerin, Member G. E. B., First District.

D. A. Post, Member G. E. B., Second District.

John H. Potts, Member G. E. B., Third District.

James P. Ogletree, Member G. E. B., Fourth District.

Harry Blackmore, Member G. E. B., Fifth District.

W. A. Cole, Member G. E. B., Sixth District.

Arthur Martel, Member G. E. B., Seventh District.

The report in detail to be published in the February issue of our official journal, The Carpenter.

Chicago, Ill.—Appeal of L. U. No. 1786 from the decision of the General Treasurer in disapproving claim for disability donation in behalf of Joseph Cerny. The evidence shows that the disability is the result of some physical ailment and not the result of accidental injuries, therefore the decision of the General Treasurer is sustained, as per Section 93 of the General Constitution, and the appeal dismissed.

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Youngstown, Ohio.—Appeal of George T. Bert, a member of L. U. 171 of Youngstown, from the decision of the General Treasurer in disapproving claim for disability donation in behalf of Brother Bert. The appeal is dismissed and the decision of the G. T. sustained on the grounds set forth therein, namely, that the brother's disablement was not the result of accidental injuries, as provided in Section 93 of the General Constitution.

An official Schedule of Inquiries, to be used when appropriations for organizing purposes are asked for, was adopted by the G. E. B. and the G. S. was instructed to have same printed and sent to all Local Unions or District Councils requesting such appropriations in the future, said schedule to be filled out completely and in detail before the G. E. B. will act on same.

Buffalo, N. Y.—Request of the D. C. for financial assistance for men involved in lock-out. The Board appropriates the sum of \$500.00, same to be expended under the supervision of the G. P.

Delaware Co., Pa.—Request from the D. C. for an appropriation for organizing purposes. The matter is laid over for further investigation.

Savannah, Ga.—Request from the D. C. for an appropriation for organizing purposes and the appointment of a local organizer. The Board appropriates \$250.00, same to be spent under the supervision of the G. P.

Akron, Ohio.—Request from the Summit County D. C. for an appropriation for organizing purposes. The sum of \$150.00 is appropriated, same to be spent under the supervision of the G. P.

Tampa, Fla.—Request from the D. C. for an appropriation for organizing purposes. Action is deferred until the April meeting of the Board.

Nashville, Tenn.—Request from L. U. No. 41 for an appropriation for organizing purposes. Action deferred until the April meeting of the Board.

Louisville, Ky.—Request of L. U. No. 64 for an appropriation for organizing purposes. Action deferred until the April meeting of the G. E. B.

Bay City, Mich.—Request of L. U. No. 116 for an appropriation for organizing purposes. Action is deferred until the April session of the Board.

Kansas City, Kan.—Request of L. U. No. 168, endorsed by the D. C. of Kansas City, for an appropriation of \$500.00 for organizing purposes. Action is deferred until the April meeting of the Board.

Knoxville, Tenn.—Request of L. U. No. 225 for an appropriation for organizing purposes was received and laid over until the April Board meeting.

Marietta, Ohio.—Request of L. U. No. 356 for an appropriation for organizing purposes.

The request is denied and the question of organizing referred to the G. P.

Harrisburg, Ill.—Request of L. U. No. 669 for an appropriation for organizing purposes. Action is deferred until the April meeting.

The official working term of the General Executive Board having expired, the Board adjourned sine die on Saturday, January 30, 1915.

Respectfully submitted,

FRANK DUFFY, Secretary.

Indianapolis, Ind., February 1, 1915.

At ten o'clock Monday morning, February 1, 1915, former General President William D. Huber officially installed into office, for the ensuing two years, the following General Officers:

James Kirby.....General President
Wm. L. Hutcheson...1st Gen. Vice-President
Arthur A. Quinn....2d Gen. Vice-President
Frank Duffy.....General Secretary
Thomas Neale.....General Treasurer
T. M. Guerin.....Member G. E. B., 1st Dist.
D. A. Post.....Member G. E. B., 2d Dist.
John H. Potts.....Member G. E. B., 3d Dist.
James P. Ogletree...Member G. E. B., 4th Dist.
Harry Blackmore...Member G. E. B., 5th Dist.
Wm. A. Cole.....Member G. E. B., 6th Dist.
Arthur Martel.....Member G. E. B., 7th Dist.

Immediately following the installation, General President Kirby called to order the first quarterly meeting of the General Executive Board in the new term.

All members present.

Pasadena, Cal.—Request of L. U.'s No. 675, No. 1351 and No. 769, all in the Pasadena district, for an appropriation of \$500.00 for organizing purposes. The Board appropriates \$250.00, same to be spent under the supervision of the G. P.

Fond du Lac, Wis.—Request of L. U. No. 782 for an appropriation for organizing purposes considered and laid over until the April meeting of the Board.

Lincoln, Neb.—Request of L. U. No. 1055 for an appropriation to assist in organizing the carpenters of the State of Nebraska. The request is denied and that part of the communication referring to organizing the State is referred to the G. P.

President Thomas Williams, of the Building Trades Department of the American Federation of Labor, appeared before the Board and discussed the proposition of the reaffiliation of the U. B. with the Building Trades Department. He offered his services in being helpful to accomplish that result.

Lincoln, Neb.—Request of L. U. No. 1055 for remitting of per capita tax for the first quarter of 1915. The request is denied, as the G. E. B. has not the authority to remit per capita tax to the General Office.

Kansas City, Kan.—Request of Millwrights' Union No. 1529 for an appropriation for organizing purposes. The request is denied and

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the matter of organizing is referred to the G. P.

New Castle, Pa.—Request of L. U. No. 206 for an appropriation to assist in the fight against non-union shop conditions. The request is denied and the matter of organizing is referred to the G. P.

Beaumont, Tex.—Request of L. U. No. 392 for an appropriation to assist in supporting a business agent. The request is denied, as the Board has no authority to make appropriations to pay salaries of business agents.

Fargo, N. D.—A communication was received from L. U. No. 1176, requesting lockout benefits for men out of employment. The Board denies the request.

Erie, Pa.—Request of the D. C. for official sanction and financial aid in support of a movement to establish union shop conditions, effective May 1, 1915. The Board grants the official sanction desired, the question of financial aid to be considered as reports are made to the G. O.

Hudson Co., N. J.—Request of the D. C. for official sanction and financial aid in support of a movement for an increase in wages of 50 cents per day, effective May 1, 1915. The Board grants the official sanction desired, the question of financial aid to be considered as reports are made to the General Office.

Lancaster, Pa.—Request of L. U. No. 59 for official sanction and financial aid in support of a movement for an increase in wages of 5 cents per hour and a reduction in working hours from nine to eight per day, the movement to take effect April 1, 1915. The official sanction desired is granted, the question of financial aid to be considered later as reports are made to the General Office.

Terre Haute, Ind.—Request of L. U. No. 133 for official sanction and financial aid in support of a movement for an increase in wages of 5 cents per hour and the Saturday half holiday, to take effect May 1, 1915. The Board grants the official sanction desired, the question of financial aid to be considered as reports are made to the G. O.

Millville, N. J.—Request of L. U. No. 305 for official sanction in support of a movement for an increase in wages of 3½ cents per hour and the Saturday half holiday, effective April 1, 1915. The official sanction desired is granted.

Asheville, N. C.—Request of L. U. No. 384 for official sanction and financial aid in support of a trade movement for an increase in wages of 5 cents per hour, same to take effect May 1, 1915. The official sanction desired is granted, the request for financial aid to be considered as reports are received at the General Office.

Philadelphia, Pa.—Request of L. U. No. 454, Wharf and Dock Builders, endorsed by the Philadelphia D. C., for official sanction and financial aid in support of a movement for an increase in wages of 2½ cents per hour, effective May 1, 1915. Official sanction granted;

financial aid to be considered as reports are made to the G. O.

February 2, 1915.

All members present.

Ashland, Ky.—Request of L. U. No. 472 for official sanction in support of a movement for an increase in wages of 5 cents per hour and the eight-hour day, effective April 1, 1915. Official sanction granted.

Reading, Pa.—Request of L. U. No. 492 for official sanction and financial aid in support of a movement for an increase in wages of 5 cents per hour, effective May 1, 1915. The Board grants the official sanction desired and will consider the question of financial aid as reports are made to this office.

Charleston, Ill.—Request of L. U. No. 518 for official sanction and financial aid in support of a movement for an increase in wages of 10 cents per hour and a reduction in working hours from nine to eight per day, effective April 1, 1915. Official sanction granted; financial aid to be considered as reports are made to the General Office.

Ithaca, N. Y.—Request of L. U. 603 for official sanction and financial aid in support of a movement for an increase in wages of 2 cents per hour, to take effect May 1, 1915. The Board grants the official sanction desired, the question of financial aid to be considered as reports are made to the G. O.

Spring Valley, Ill.—Request of L. U. No. 631 for official sanction and financial aid in support of a movement for an increase in wages of 5 cents per hour, effective April 1, 1915. The Board grants the official sanction desired, the question of financial aid to be considered as reports are received at the G. O.

Communications from L. U. No. 161 of Kenosha, Wis., and the D. C. of Milwaukee, Wis., relative to the dispute between said L. U. and certain members of the Milwaukee D. C., which was before the G. P. and G. E. B. in 1912 and 1913 and finally carried to the last convention of the U. B. held in Indianapolis in September, 1914, came before the Board as a special order of business, as previously arranged. No new evidence having been submitted to warrant a review of the case, the Board decides that no further action can be taken and therefore instructs L. U. No. 161 to comply with the orders of the convention on or before July 1, 1915.

Hamilton, Ohio.—Request of L. U. No. 637 for official sanction and financial aid in support of a movement for an increase in wages of 5 cents per hour and a two-year agreement, same to take effect May 1, 1915. The official sanction desired is granted, the question of financial aid to be considered later as reports are made to the G. O.

Ottawa, Ill.—Request of L. U. No. 661 for official sanction and financial aid in support of a movement for an increase in wages of 5 cents per hour, same to take effect April 1,

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1915. Official sanction granted; financial aid to be considered as reports are made to the G. O.

Amarillo, Tex.—Request of L. U. No. 665 for official sanction in support of a movement for a minimum wage of 50 cents per hour and the eight-hour day, effective February 1, 1915. Sanction denied, the L. U. not having complied with Section 144 of the General Constitution in the matter of filing the Schedule of Inquiries with the G. S. sixty days prior to the date of the movement.

Franklin, Pa.—Request of L. U. No. 682 of Franklin, Pa., for official sanction and financial aid in support of a movement for an increase in wages, effective April 1, 1915. Referred back to the General Secretary to obtain further information.

Burlington, Vt.—Request of L. U. No. 683, endorsed by the D. C., for official sanction and financial aid in support of a movement for a minimum wage of 44 cents per hour and the Saturday half holiday, effective April 1, 1915. The Board grants the official sanction desired, the question of financial aid to be considered as reports are made to the G. O.

Dixon, Ill.—Request of L. U. No. 790 for official sanction and financial aid in support of a movement for an increase in wages of 5 cents per hour, effective May 1, 1915. The official sanction desired is granted, the request for aid to be considered as reports are made to the G. O. The Board recommends that the next trade movement entered into be for the eight-hour day.

Parkersburg, W. Va.—Request of L. U. No. 899 for official sanction and financial aid in support of a movement for an increase in wages of 5 cents per hour and the eight-hour day, same to take effect April 5, 1915. Official sanction granted; financial aid to be considered as reports are received at the G. O.

Richmond, Ind.—Request of L. U. No. 912 for official sanction and financial aid in support of a movement for an increase in wages of 5 cents per hour and a new working agreement, effective April 1, 1915. Official sanction granted; financial aid to be considered as reports are received at the G. O. The Board recommends that the next trade movement entered into be for the eight-hour day.

Springfield, Mo.—Request of L. U. No. 978 for official sanction and financial aid in support of a movement for an increase in wages of 5 cents per hour, effective June 1, 1915. The Board grants the official sanction desired, financial aid to be considered as reports are received at the G. O.

Washington, Ind.—Request of L. U. No. 1076 for official sanction and financial aid in support of a movement for an increase in wages of 5 cents per hour, to take effect March 15, 1915. Official sanction granted; financial aid to be considered as reports are made to the General Office, provided this movement is put into effect April 1, 1915. The Board further

recommends that the next movement be for an eight-hour day.

Paragould, Ark.—Request of L. U. No. 1103 for official sanction and financial aid in support of a movement for an increase in wages of 5 cents per hour, effective April 1, 1915. Official sanction granted; financial aid to be considered as reports are made to the G. O. The Board suggests that the next trade movement entered into be for the eight-hour day.

Kittanning, Pa.—Request of L. U. No. 1129 for official sanction and financial aid in support of a movement for an increase in wages of 50 cents per day, effective May 1, 1915. The Board grants the official sanction desired, the question of financial aid to be considered as reports are made to the G. O.

Salem, Ohio.—Request of L. U. No. 1282 for official sanction and financial aid in support of a movement for an increase in wages of 5 cents per hour and the eight-hour day, to take effect April 1, 1915. Official sanction granted; financial aid to be considered as reports are made to the G. O.

International President Daly, of the Metal Polishers' Union, appeared before the Board and requested the co-operation and assistance of the carpenters in organizing the metal polishers of New Britain and New Haven, Conn., on building hardware. The Board referred the matter to the General President, he to render whatever assistance he can when necessary.

February 3, 1915.

All members present.

Boston, Mass.—A communication from L. U. No. 1824 relative to the organizing of the Library Bureau Company in cities other than Chicago was considered, but as the General President has the matter under consideration at the present time no action on the part of the Board is necessary.

Allentown, Pa.—Request of L. U. No. 1285, endorsed by the Lehigh Valley and Slate Belt District Council, for official sanction and financial aid in support of a movement for an increase in wages of 2 cents per hour and the nine-hour day, effective May 1, 1915. Official sanction granted; financial aid to be considered as reports are made to the G. O.

Higbee, Mo.—Request of L. U. No. 1533 for an increase in wages from \$2.56 to \$3.00 per day, effective January 1, 1915. Referred back to the G. S. to procure further information.

North Wales, Pa.—Request of L. U. No. 1562, endorsed by the Montgomery County District Council, for official sanction and financial aid in support of a movement to increase the wages of the millmen on May 1, 1915. The Board grants the official sanction desired and will consider the question of financial aid as reports are made to the G. O.

Plymouth, Mass.—Request of L. U. No. 1591 for official sanction in support of a movement for a minimum wage of 50 cents per hour,

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same to take effect May 1, 1915. Official sanction granted.

Caney, Kan.—Request of L. U. No. 1676 for official sanction in support of a movement for better working conditions, effective January 1, 1915. The matter is referred to the General Secretary to procure further information.

Fairbury, Ill.—Request of L. U. No. 1780 for official sanction in support of a movement for a minimum wage of 40 cents per hour and the nine-hour day, same to take effect April 1, 1915. Official sanction granted.

Cedar Falls, Iowa.—Request of L. U. No. 1862 for official sanction in support of a movement for an increase in wages of 5 cents per hour, effective April 1, 1915. The Board grants the official sanction asked for and suggests to the L. U. that the next trade movement entered into be for the eight-hour day.

Kansas City, Mo.—Request of L. U. No. 1864 (Box Makers), endorsed by the D. C., for official sanction and financial aid in support of a movement for a new working agreement, effective May 1, 1915. Official sanction granted; financial aid to be considered as reports are made to the G. O.

The General President submitted to the G. E. B. the information that certain firms in Michigan cut and frame lumber for house construction before shipping it to where the house is to be erected. Before further consideration is given to this matter, the G. P. is requested to gather all the information he can on the subject, so that it can be dealt with at the next meeting of the Board.

A communication and bid was received from Nau, Rusk & Swearingen, certified public accountants of Cleveland, Ohio, offering to make the quarterly audit of our accounts and records for the two years ending December 31, 1916, for a fee of five hundred (500) dollars per annum. The G. S. is instructed to enter into a contract with this firm as per bid submitted.

The General Secretary submitted to the Board bids for printing as follows:

German Constitutions

Iron City Trades Journal Publishing Co., Pittsburgh, Pa., 10,000 German constitutions, \$175.00; extra four pages, \$5.00 per page.

Bookwalter-Ball Printing Co., Indianapolis, Ind., 10,000 copies, \$202.50.

Harrington & Folger, Indianapolis, Ind., 10,000 copies, \$188.00, extra pages, \$2.92 per page.

The Cornelius Printing Co., Indianapolis, Ind., 10,000 copies, \$195.00.

The Bramwood Press, Indianapolis, Ind., 10,000 copies, \$185.00; 10,000 extra four-page forms, \$13.00.

The Bramwood Press of Indianapolis being the lowest bidders on printing ten thousand (10,000) German constitutions according to specifications, the contract for furnishing same was awarded said firm.

French Constitutions

Iron City Trades Journal Publishing Co., Pittsburgh, Pa., 10,000 copies, \$181.00; extra four pages, \$5.75 per page.

Bookwalter-Ball Printing Co., Indianapolis, Ind., 10,000 copies, \$202.50.

Harrington & Folger, Indianapolis, Ind., 10,000 copies, \$170.00; additional pages, \$2.65 per page.

The Cornelius Printing Co., Indianapolis, Ind., 10,000 copies, \$219.00.

The Bramwood Press, Indianapolis, Ind., 10,000 copies, \$185.00; 10,000 extra four-page forms, \$13.00.

Harrington & Folger, of Indianapolis, being the lowest bidders on printing ten thousand (10,000) French constitutions according to specifications, the contract for furnishing same was awarded that firm.

Rituals

Iron City Trades Journal Publishing Co., Pittsburgh, Pa., three thousand (3,000) English rituals, \$298.00; one hundred (100) German, \$35.00; one hundred (100) French, \$36.50.

Bookwalter-Ball Printing Co., Indianapolis, three thousand (3,000) English, 15½c each; one hundred (100) German, 41c each; one hundred (100) French, 41c each.

Harrington & Folger, Indianapolis, three thousand (3,000) English, 15½ cents each; one hundred (100) German, 38 cents each; one hundred (100) French, 38 cents each.

The Cornelius Printing Co., Indianapolis, three thousand (3,000) English, \$498.00; one hundred (100) German, \$38.00; one hundred (100) French, \$43.50.

The Bramwood Press, Indianapolis, three thousand (3,000) English, \$465.00; one hundred (100) German, \$40.00; one hundred (100) French, \$40.00.

The Iron City Trades Journal Publishing Co., of Pittsburgh, Pa., being the lowest bidder on printing three thousand (3,000) English rituals, one hundred (100) German rituals and one hundred (100) French rituals according to specifications, the contract for furnishing same was awarded said company.

Due Books

Iron City Trades Journal Publishing Co., Pittsburgh, Pa., one hundred thousand (100,000) copies, \$8,050.00; Bookwalter-Ball Printing Co., Indianapolis, one hundred thousand copies, \$8,000.00; Harrington & Folger, Indianapolis, 100,000 copies, 9 cents per book; Cornelius Printing Co., Indianapolis, 100,000 copies, 8½ cents per book; Bramwood Press, Indianapolis, 100,000 copies, \$8,000.00.

The Bookwalter-Ball Printing Company of Indianapolis being the lowest bidder on printing one hundred thousand (100,000) due books according to specifications, the contract for furnishing same was awarded said company.

(Continued next month.)

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Localities to Be Avoided

Owing to the pending trade movements, building depression and other causes, carpenters are requested to stay away from the following places:

Akron, O.
Albany, N. Y.
Alton, Ill.
Amherst, N. S., Can.
Arcadia, Fla.
Asheville, N. C.
Ashland, Ky.
Athens, Tex.
Atlanta, Ga.
Atlantic City, N. J.
Augusta, Ga.
Aurora, Ill.
Austin, Tex.
Baltimore, Md.
Barre, Vt.
Battle Creek, Mich.
Bay City, Tex.
Beacon, N. Y.
Beaver Valley, Pa.
Berlin, Ont., Can.
Binghamton, N. Y.
Birmingham, Ala.
Bisbee, Ariz.
Bismark, N. D.
Blackwell, Okla.
Bloomington, Ill.
Boise, Idaho.
Boone, Ia.
Boston, Mass.
Brainerd, Minn.
Brenham, Tex.
Brownwood, Tex.
Buffalo, N. Y.
Calgary, Can.
Canton, O.
Carneys Point, N. J.
Cedar Rapids, Ia.
Central City, Ky.
Charleston, W. Va.
Charlotte, N. C.
Chattanooga, Tenn.
Chicago, Ill.
Clarksville, Tenn.
Cleveland, O.
Clinton, Ia.
Columbia, S. C.
Columbus, O.
Concord, N. H.
Concordia, Kan.
Conway, Ark.
Commerce, Tex.
Corpus Christi, Tex.
Corsicana, Tex.
Cullman, Ala.
Danville, Ill.
Dayton, O.
Decatur, Ill.
Denison, Tex.
Denton, Tex.
Denver, Colo.
Detroit, Mich.
Dixon, Ill.
Dubuque, Ia.
Duluth, Minn.
Edmonton, Can.
El Centro, Cal.
Electra, Tex.
Elmira, N. Y.
E. St. Louis, Ill.
El Paso, Tex.
Escanaba, Mich.
Evansville, Ind.
 Fargo, N. D.
Fond du Lac, Wis.
Fort Lauderdale, Fla.
Fort Myers, Fla.
Fort Wayne, Ind.
Framingham, Mass.
Fremont, Neb.
French Lick, Ind.
Fresno, Cal.
Fulton, N. Y.
Galveston, Tex.
Gardner, Mass.
Gary, Ind.
Grand Forks, N. D.
Granite City, Ill.
Great Falls, Mont.
Greeley, Colo.
Halifax, N. S.
Hamilton, O.
Hammond, Ind.
Hazleton, Pa.
Hillsboro, Tex.
Holyoke, Mass.
Hot Springs, Ark.
Houston, Tex.
Huntington, L. I., N. Y.
Hutchinson, Kan.
Indianapolis, Ind.
Ithaca, N. Y.
Jacksonville, Fla.
Jacksonville, Tex.
Jamestown, N. Y.
Jasonville, Ind.
Joliet, Ill.
Joplin, Mo.
Kansas City, Mo.
Kenosha, Wis.
Kincaid, Ill.
Kissimmee, Fla.
Klamath Falls, Ore.
Lewiston, Mont.
Lakeland, Fla.
Leadville, Colo.
Lexington, Ky.
Little Rock, Ark.
London, Ont., Can.
Long Beach, Cal.
Los Angeles, Cal.

Louisville, Ky.
Macon, Ga.
Marietta, O.
Marquette, Wis.
Marshalltown, Ia.
Maryville, Tenn.
Mason City, Ia.
Medicine Hat, Can.
Medina, N. Y.
Memphis, Tenn.
Miami, Ariz.
Milwaukee, Wis.
Minneapolis, Minn.
Minot, N. D.
Mobile, Ala.
Montreal, Can.
Morris, Ill.
Mount Kisco, N. Y.
Moose Jaw, Sask., Can.
Mount Carmel, Ill.
Mowbridge, S. D.
Mount Vernon, N. Y.
Newark, N. J.
New Bedford, Mass.
Nedburgh, N. Y.
New Castle, Pa.
New Canaan, Conn.
New Orleans, La.
Newport News, Va.
Newport, R. I.
New York City.
Niagara Falls, N. Y.
Norfolk, Va.
Northampton, Mass.
North Bend, Ore.
Norwood, O.
Oakland, Cal.
O'Fallon, Ill.
Oklahoma City, Okla.
Omaha, Neb.
Orilla, Ont., Can.
Ossining, N. Y.
Ottawa, Can.
Palestine, Tex.
Parsons, Kan.
Passiac, N. J.
Paterson, N. J.
Peekskill, N. Y.
Peoria, Ill.
Phoenix, Ariz.
Pittsburgh, Pa.
Pittsfield, Mass.
Palm Beach, Fla.
Poughkeepsie, N. Y.
Portland, Me.
Portland, Ore.
Pottsville, Pa.
Pueblo, Colo.
Racine, Wis.
Reno, Nev.
Red Banks, N. J.
Regina, Can.
Richmond, Cal.
Richmond, Va.
Robstown, Tex.
Rockdale, Tex.
Rochester, N. Y.
Rockford, Ill.
Rock Springs, Wyo.
San Antonio, Tex.
San Diego, Cal.
Salt Lake City, Utah.
San Francisco, Cal.
Schenectady, N. Y.
Shreveport, La.
Sioux City, Ia.
St. Augustine, Fla.
St. Catharines, Ont.
St. Cloud, Minn.
St. Joseph, Mo.
St. Paul, Minn.
St. Petersburg, Fla.
St. Louis, Mo.
Seattle, Wash.
Sellersville, Pa.
Saskatoon, Sask., Can.
Savannah, Ga.
Scranton, Pa.
Sioux City, Ia.
Smithtown, L. I.
South Omaha, Neb.
Souderton, Pa.
Springfield, Ill.
Springfield, Mass.
Springfield, O.
Stamford, Conn.
Syracuse, N. Y.
Tacoma, Wash.
Tampa, Fla.
Teague, Tex.
Temple, Tex.
Terre Haute, Ind.
Titusville, Fla.
Toronto, Can.
Trenton, N. J.
Tri-Cities—Davenport,
Ia.: Rock Island
and Moline, Ill.
Troy, N. Y.
Tulsa, Okla.
Urbana-Champaign, Ill.
Vancouver, B. C.
Victoria, Tex.
Waco, Tex.
Waterbury, Conn.
Watertown, N. Y.
Watertown, S. D.
Wauchula, Fla.
Washington, D. C.
Welland Canal Zone.
West Frankfort, Ill.
West Palm Beach, Fla.
White Plains, N. Y.
Whitney, Tex.
Wichita Falls, Tex.
Wilkes-Barre, Pa.
Wilmington, N. C.
Wilmington, Del.
Winnipeg, Can.
Worcester, Mass.
Yonkers, N. Y.

Casual Comment



The only independent wage earners are those who hold union cards.

* * *

Safety first! Keep your monthly dues paid up. Don't fall in arrears.

* * *

So far, the majority of the spring trade movements entered upon have had very satisfactory results.

* * *

The United Brotherhood needs the assistance and co-operation of every member—good, bad and indifferent. Let's get the lazy ones into line!

* * *

Now that the European belligerents have recently been setting dates for enlarging the war zones, we wish somebody would set a date for increasing the zone of industrial prosperity here at home.

* * *

Good wages, decent working hours, adequate leisure, a comfortable home life and a few staunch friends—these are the things that count!

* * *

If, as old Will Shakespeare used to say: "All the world's a stage, and all the men and women merely players," isn't it about time that all the hard working stage hands were organized?

* * *

It takes efficiency experts quite a long time to learn that genuine industrial efficiency is best obtained and guaranteed by freeing the wage earner from the pinch of economic necessity.

* * *

When you pay a man good wages he ceases to worry over the vital problem of "making ends meet" and consequently puts much more of himself into his work.

* * *

If in the course of human events the distinctively Hibernian significance of St. Patrick's day should ever be forgotten we

might continue to observe it as a sort of industrial holiday in commemoration of the part played by "the fighting race" in the struggle for industrial freedom.

* * *

The fellow who is lax in attending the meetings of his local should not fool himself with the thought that "they also serve who only stand and wait."

* * *

Much more is expected of him. The bona fide union man is he who is active in the affairs of his local, reasonably regular in attending the meetings and prompt in paying his dues.

* * *

Talk about State Council Conventions! The Pennsylvania gathering which opened in Pittsburgh on February 15, was the greatest ever. After a look in at the office of the "Iron Trades Review" and a shake-hands from W. J. Kelly, a number of delegates were for changing the name of the city from Pittsburgh to Kellyville. Pittsburgh sounds so smoky anyway.

* * *

Another rousing State Council gathering was held at Stamford, Conn., in the closing days of last month when the Connecticut boys, in convention assembled, discussed plans looking toward a bigger and better state organization. It seemed to be the conviction of most of the delegates that there is a prosperous season ahead for the members of our organization. The U. B. is in good condition in Connecticut and came through the recent period of trade depression in good shape.

Local Unions Chartered Last Month

Rio Piedras, P. R.	Fulton, Mo.
Anna, Ill.	Susanville, Cal.
State College, Pa.	Fajards, P. R.
Brevard, N. C.	Rio Grande, P. R.
New York, N. Y. (Bridge & Dock Carpenters).	
Total, 9 Local Unions.	

News Notes from Local Unions



Concord, N. H., L. U. 538.—Very dull trade conditions are being experienced in Concord and vicinity at the present time and future prospects are not encouraging. Traveling brothers will serve their own interests best by staying away.—James Burbeck, R. S.

* * *

Beaver Valley and Vicinity D. C.—Traveling brothers are notified that work is very scarce in Beaver Valley and vicinity at the present time. Prospects are anything but favorable. The majority of our members are out of employment. Outsiders are urged to stay away.—J. L. Worstell, Secretary of D. C.

* * *

Orilla, Ont., Can. L. U. 1607.—It has been decided to have Orilla placed upon the list of localities to be avoided as there is a great scarcity of work here at present and the outlook for the coming months is not very promising.—Patrick Heslin, R. S.

* * *

Marquette, Mich., L. U. 958.—Work at the trade is very slack here at present, the only jobs of importance being the Orphans' Home and the main building of the Northern State Normal School, both of which are non-union. This local also intends to start a movement for an eight-hour day in the near future. Traveling brothers are asked to stay away.—William Henry, R. S.

* * *

Amherst, N. S., Can., L. U. 1879.—Traveling brothers are requested to avoid Amherst. Things are very dull at present in the building line in Amherst and throughout the province of Nova Scotia to a large extent. R. Rafues, R. S.

* * *

Berlin, Ont., Can., L. U. 553.—Bad conditions in the trade here compel us to ask all traveling brothers to stay away from the vicinity of Berlin. Only a few

of our members are employed. During the months of December and January a year ago building permits amounting to over \$17,000 were issued, while for the same period this year they only amounted to \$1,200 for alterations. The war and the tight money market have contributed to keep building operations at a standstill. J. Reid, Sec.

* * *

Quakertown, Pa., L. U. 1204.—Owing to bad trade conditions, traveling brothers should avoid the towns of Sellersville and Souderton, Pa. There is very little doing there in the building trade and prospects for the future are not good. O. R. Miller, R. S.

* * *

Bismark, N. D., L. U. 663.—There is very little doing in the building line in Bismark at present and L. U. 663 requests traveling brothers to stay away until a change for the better ensues. C. A. Carlson, F. S.

* * *

Denton, Texas, L. U. 1526.—Traveling brothers have been coming into Denton of late as a result of misleading newspaper advertisements, and we are therefore prompted to advise all brothers to stay away, as there is little work to be had here. This is the first time we have been obliged to insert a stay-away notice in The Carpenter. R. C. McCormick, R. S.

* * *

Wauchula, Fla., L. U. 1086.—Not more than one-fourth of the members of L. U. 1086 are employed at the present time and the outlook for work is extremely poor in this section of Florida. Traveling brothers will serve their own interests best by keeping away from the neighborhood of Wauchula. C. E. Benham.

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Another Ladies' Auxiliary Formed

A ladies' auxiliary, under the auspices of L. U. 420, of Memphis, Tenn., was formed on January 6, when the Memphis Carpenters' hall was filled to overflow with members of the allied building trades and their wives, daughters and sweethearts. The meeting was a most enthusiastic one and augurs well for the future of unionism in Memphis. Among those who spoke and outlined the purposes of the meeting were, the Rev. Mr. Cox of the Central Baptist Church; Miss Lothe Burke, principal of the Riverside School; J. P. Kranz, of the Associated Charities; C. M. Dayton, of L. U. 420; A. A. Waddell, of the Engineers; William Stephens, of the Bricklayers, and H. G. Terlisner, chairman of the allied crafts of Memphis. In addition to the interesting speeches, which contained sound trade union philosophy, there was plenty of good coffee and cake, enjoyable music and dancing. The affair was a pronounced success in every particular and L. U. 420 came in for a great deal of praise for starting the good work among the women. The Memphis Ladies' Auxiliary starts out with a membership of fifty.

Canton Union Carpenters

L. U. 143, of Canton, O., held a big open meeting on the evening of February 22, as part of the effort which is being put forward to organize the non-union carpenters of the city. The principal speaker was Allen Cook, a well-known figure in the labor movement in Canton and vicinity, who delivered a rousing address which was very well received. Brother T. J. Dolan, of Cleveland, was another speaker and he very interestingly discussed the status of the U. B. members in Canton and Cleveland. He appealed to non-union carpenters to get into line and take their rightful place in the ranks of the organized wage earners. A very pleasing lunch was served on the occasion by the entertainment committee which consisted of Brothers Beringer,

Bock, Herr, Nauman and Keyes. There was also a very enjoyable program of several musical numbers. The organizing propaganda in Canton is meeting with a great measure of success and is expected to have a favorable influence on the spring trade movement which was recently launched.

L. U. 912 Active

The Richmond, Ind., Labor Herald recently contained a sketch of the growth of the U. B. and a short history of L. U. 912, of Richmond, written by C. A. Griffy, the recording secretary of the local. The local was chartered in September, 1901, and today has an 80 per cent. organization of the best carpenters in Richmond.

A Big U. B. Night in Cleveland

The thirty-second anniversary celebration and ball of the Cleveland (Cuyahoga county) D. C. was held in the Moose hall, Walnut street, Cleveland, on the night of February 4, and proved a most enjoyable affair in every particular. The annual celebration of the carpenters has come to be regarded as the biggest social event of the year in Cleveland labor circles and this time broke all former records. The floor arrangements were perfect, the music delightful, the girls dreams of lingerie and loveliness; in short, all who attended were out for a good time—and they got it.

In connection with the event the D. C. issued an attractive souvenir program with the U. B. label well in evidence in the cover design. Among the interesting features of its contents were a brief history of the U. B. in Cleveland by Thomas J. Dolan, several other interesting articles and a number of exceptionally good photographs of Clevelanders who are prominent in the affairs of the U. B. Both the celebration itself and the souvenir program reflect credit on the Cuyahoga county D. C.

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The Women's Trade Union League

The fifth biennial convention of the National Women's Trade Union League of America will be held in New York city during the week beginning Monday, June 7. The call for the meeting, issued by the president of the league, Mrs. Margaret D. Robins, emphasises the presence of women as a strong factor in our industrial life and urges the necessity of organizing the great mass of women wage earners. The problem of unemployment, says Mrs. Robins, is flinging us a sterner challenge, and this condition of idle workers brings into bold outline the effects of unorganized women in industry. The danger of women being used as underbidders in an increasing number of trades must be squarely faced. There is only one woman among the hundreds of thousands, forced to earn a living by grim economic pressure, who will refuse to take the place of a man for lower wages. This is the organized woman, who recognizes the fundamental necessity of standing with men in the demand for equal pay for equal work.

* * *

Information Wanted

This is a photo of Edmund Heyne, a member of L. U. 238, of Philadelphia, Pa., who has been missing from his home



in that city since January 2. Heyne is 54 years of age and stands 5 feet 9 inches in height. He is of dark complexion; his hair and mustache are tinged with gray, and he weighs 175 pounds. At the time of his disappearance he wore gray

trousers, black sweater, blue overcoat and a gray soft hat. He leaves a wife and six children. Any information concerning him should be addressed to them at 950 North Lawrence street, Philadelphia, Pa.

* * *

Information is wanted concerning Emil Schmelter, a member of L. U. 1134 of Mount Kisco, N. Y., who left his wife and children in September, 1914, and has not been heard from. Any U. B. member who knows his whereabouts will confer a great favor on L. U. 1134 by communicating with Financial Secretary Fred Christensen, Mt. Kisco, N. Y.

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(Continued from Page 8.)

is a good indication of final victory for it is altogether likely that the next Senate will be favorably disposed toward this much needed legislation.

The attention devoted to the Mexican trouble and the war in Europe are blamed for the inability of Congress to devote more consideration than it actually did to remedial labor legislation. The passing of such an important measure as the Clayton bill, with its epoch-making labor provisions, was in itself a feat that eclipsed the labor record of more than one session in the past, but it should not indirectly cause a slackening of interest in other legislation of much benefit to the wage earners of the country. It is to be regretted, therefore, that the two bills we have referred to were not disposed of at the session recently closed. Both would have brought about remedial social legislation which is sorely needed; and even if they are sure of being enacted by the next Congress, it is irksome to have to wait so long to remedy the evils arising from child labor and the misdirection of convict labor.

Sooner or later an adequate scheme of colonization as a means of bringing the surplus population of our cities back to the land will have to be adopted.

CLAIMS PAID DURING FEBRUARY, 1915

Claim No.	Name of deceased or disabled.	Union.	City.	Membership. Yrs. Mos.	Cause of death or disability.	Amount Paid.
23583	Mrs. Ellen B. Mains.	10	Chicago, Ill.	26	Carcinoma	\$ 50.00
23584	Mrs. Lucy Muncie.	25	Toledo, Ohio.	27	Tuberculosis	50.00
23585	Chas. Kaufman	45	St. Louis, Mo.	7	Carbolic acid poisoning	50.00
23586	Mrs. Amanda Johnson	62	Chicago, Ill.	10	Lobar pneumonia	50.00
23587	Arthur V. Thompson	158	Los Angeles, Cal.	6	Bright's disease	200.00
23588	Mrs. Florida E. Hall.	160	Philadelphia, Pa.	11	Obstruction of bowels	50.00
23589	Henry B. Massey	169	E. St. Louis, Ill.	12	Cancer of tongue	50.00
23590	Mrs. Cassie Shipley	169	E. St. Louis, Ill.	12	Phthisis pulmonalis	50.00
23591	Mrs. Stella M. Crannell	180	Vallejo, Cal.	13	Chirrosis of liver	50.00
23592	W. H. Godby	345	Memphis, Tenn.	13	Pneumonia	200.00
23593	Edward Gurr	355	Buffalo, N. Y.	10	Carcinoma of stomach	50.00
23594	Joseph Dausch	375	New York, N. Y.	20	Tuberculosis	200.00
23595	Frank A. Johnson	416	Chicago, Ill.	5	Typhoid fever	200.00
23596	Albert H. Diedrich	416	Chicago, Ill.	4	Meningitis	200.00
23597	S. W. Scribner	453	Auburn, N. Y.	24	Hemorrhage	200.00
23598	Chas. E. Smith	481	Barre, Vt.	5	Valvular disease of heart	50.00
23599	James Murray	493	Mt. Vernon, N. Y.	1	Paralysis	200.00
23600	Alexander McKay	515	Colorado Springs, Colo.	25	Broncho pneumonia	50.00
23601	Mrs. Dora Eggert	521	Chicago, Ill.	21	Pneumonia	50.00
23602	Mrs. Mary A. Cleaver	610	Port Arthur, Texas	5	Accidental injuries	400.00
23603	J. C. McPhee (dis.)	780	Everett, Mass.	8	Pyelitis	50.00
23604	Olaf H. Swenson	792	Rockford, Ill.	11	Accidental injuries	400.00
23605	J. C. Pederson (dis.)	143	El Reno, Okla.	11	Meningitis	200.00
23606	C. H. Harman	165	Pittsburgh, Pa.	9	Pneumonia	50.00
23607	Mrs. Amanda Loving	199	S. Chicago, Ill.	19	Bullet wound of head	200.00
23608	Carl Mannisto	277	Philadelphia, Pa.	4	Accidental injuries	400.00
23609	Daniel J. Bethel (dis.)	655	Key West, Fla.	9	Lobar pneumonia	200.00
23610	W. J. Johnson	131	Seattle, Wash.	14	Typhoid fever	50.00
23611	Mrs. Henrietta Stryzewski	303	Detroit, Mich.	1	Heart trouble	50.00
23612	Edward C. Burhaus	574	Middletown, N. Y.	34	Gunshot wound of neck	50.00
23613	Mrs. Johanna Cepuder	1293	Michigan City, Ind.	8	Accidental injuries	400.00
23614	L. F. Ayres (dis.)	42	San Francisco, Cal.	13	Lobar pneumonia	50.00
23615	Duncan McIntyre	387	New York, N. Y.	8	Pernicious anemia	50.00
23616	Mrs. Martha Hinaman	644	Pekin, Ill.	1	Carcinoma of uterus	50.00
23617	Mrs. Anna Jendrzewski	1053	Milwaukee, Wis.	6	Intestinal hemorrhage	200.00
23618	Philip H. Dunnigan	1158	Berkeley, Cal.	8	Placenta previa	50.00
23619	Mrs. Mary Schoen	1369	Grand Rapids, Mich.	4	Septicemia	50.00
23620	Mrs. Ida Mallman	10	Chicago, Ill.	15	Peritonitis	200.00
23621	Frank M. Leiby	37	Shamokin, Pa.	5	Lobar pneumonia	200.00
23622	Chas. O. Bjorklund	43	Hartford, Conn.	10	Asphyxiation by gas	50.00
23623	Mrs. Jessie McGrady	67	Roxbury, Mass.	3	Hemorrhage of stomach	50.00
23624	Mrs. Julia A. Martin	106	Des Moines, Iowa	12	Croupous pneumonia	50.00
23625	Mrs. Hulda E. Carlson	113	Chesterton, Ind.	2	Endocarditis	200.00
23626	Alphonse Ronin	134	Montreal, Que., Can.	14	Apoplexy	50.00
23627	James H. Brierty	139	Jersey City, N. J.	10	Pulmonary tuberculosis	200.00
23628	Gustave Krause	179	Rochester, N. Y.	7		

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23629	Mrs. Susie Stout.....	200	Columbus, Ohio.....	1	6	Cholecystitis and hernia.....	50.00
23630	Henry H. Milford.....	216	Torrington, Conn.....	12	7	Myocarditis.....	50.00
23631	Mauritz Burling.....	231	Rochester, N. Y.....	1	7	Appendicitis.....	50.00
23632	Christian Wild.....	238	Philadelphia, Pa.....	3	5	Cirrhosis of liver.....	200.00
23633	Clement Vogel.....	257	St. Louis, Mo.....	17	9	Dementia paralytica.....	200.00
23634	Wm. J. Postma.....	325	Faterson, N. J.....	12	2	Endocarditis.....	200.00
23635	Mrs. Mary A. Shean.....	326	New York, N. Y.....	26	1 1/2	Peritonitis.....	50.00
23636	Mrs. Gussie Doerr.....	419	Chicago, Ill.....	9	2	Nephritis.....	50.00
23637	Mrs. Hulda Turbeville.....	425	El Paso, Texas.....	9	8	Nephritis.....	50.00
23638	August Christensen.....	457	New York, N. Y.....	22	3	General paresis.....	200.00
23639	Mrs. Janet Paul.....	471	Brooklyn, N. Y.....	16	1	Myocarditis.....	50.00
23640	E. N. Bennett.....	561	Pittsburg, Kan.....	16	8	Tuberculosis of lungs.....	100.00
23641	W. S. Morrett.....	592	Muncie, Ind.....	16	8	Cystitis.....	50.00
23642	Mrs. Anna B. Rohrer.....	833	Berwyn, Pa.....	7	9	Puerperal sepsis.....	50.00
23643	T. Winans.....	941	E. Orange, N. J.....	13	1	Endocarditis.....	50.00
23644	Mrs. Stella Honerkamp.....	1011	Monaca, Pa.....	13	2	Hypertrophy of heart.....	50.00
23645	Wm. J. Thompson.....	1033	St. Louis, Mo.....	12	8	Acute dilatation of heart.....	50.00
23646	John Hammell.....	1179	Cliffside, N. J.....	3	9	Endocarditis.....	50.00
23647	Mike LeCompte.....	1330	Grand Rapids, Iowa.....	4	11	Accidental burns and scalds.....	200.00
23648	Harve R. Moorhart.....	308	Cedar Rapids, Iowa.....	2	3	Tuberculosis.....	200.00
23649	John Nelson.....	387	New York, N. Y.....	9	8	Carcinoma of stomach.....	200.00
23650	Jacob B. Smith.....	626	Wilmington, Del.....	2	1	Nephritis.....	50.00
23651	Chas. A. Froellich.....	1051	Philadelphia, Pa.....	12	9	Fractured femur.....	50.00
23652	R. H. Hayes.....	1108	Cleveland, Ohio.....	2	6	Abdominal tumor.....	50.00
23653	Ed Piskorski.....	1596	Cincinnati, Ohio.....	10	11	Pulmonary tuberculosis.....	200.00
23654	Mrs. Emma Andreeg.....	2	St. Louis, Mo.....	2	5	Intestinal obstruction.....	50.00
23655	Mrs. Rose Zimmermann.....	22	St. Louis, Mo.....	16	9	Cerebral hemorrhage.....	50.00
23656	Alva O. Hatfield.....	23656	San Francisco, Cal.....	2	7	Pulmonary tuberculosis.....	50.00
23657	Mrs. Daisy McLean.....	48	New York, N. Y.....	11	8	Pulmonary tuberculosis.....	400.00
23658	August Hermann (dis).....	58	Chicago, Ill.....	19	8	Accidental injuries.....	50.00
23659	Mrs. Margaret Bernite.....	62	Chicago, Ill.....	4	6	Sepitaemia.....	50.00
23660	Mrs. Maria McClarence.....	62	Chicago, Ill.....	8	8	Tuberculosis of spine.....	50.00
23661	Mrs. Sadie Hansen.....	64	Louisville, Ky.....	13	11	Cancer.....	50.00
23662	Peter Mitsel.....	72	Rochester, N. Y.....	13	4	Acute cystitis.....	50.00
23663	Mrs. Anna S. Love.....	72	Indianapolis, Ind.....	13	4	Acute cholecystitis.....	200.00
23664	John E. Scroggins.....	92	Mobile, Ala.....	2	6	Pulmonary tuberculosis.....	50.00
23665	C. C. Richardson.....	125	Utica, N. Y.....	29	8	Acute indigestion.....	200.00
23666	Mrs. Anna Kunkel.....	132	Washington, D. C.....	14	4	Heart disease.....	50.00
23667	Geo. H. Haycock.....	138	New York, N. Y.....	23	11	Intestinal obstruction.....	200.00
23668	Frank G. Walker.....	169	E. St. Louis, Ill.....	5	4	Pulmonary tuberculosis.....	50.00
23669	C. H. Simmons.....	182	Cleveland, Ohio.....	4	9	Lobar pneumonia.....	200.00
23670	Mrs. Johanna A. Vose.....	214	Brooklyn, N. Y.....	13	9	Bronchitis.....	50.00
23671	Orto Koerner.....	242	Chicago, Ill.....	17	8	Cerebral hemorrhage.....	200.00
23672	Mrs. Rosa Eckels.....	306	Newark, N. J.....	12	8 1/2	Epileptic convulsions.....	200.00
23673	David McArthur.....	345	Memphis, Tenn.....	13	6	Pneumonia.....	136.00
23674	Geo. W. Clayton.....	578	St. Louis, Mo.....	6	6	Gaematocele.....	50.00
23675	Mrs. Nancy L. Rockwell.....	637	Hamilton, Ohio.....	9	8	General paralysis of insane.....	200.00
23676	Jacob Peterson.....	639	Brooklyn, N. Y.....	8	5	Nephritis.....	153.00
23677	John Martin.....	651	Jackson, Mich.....	14	2	Nephritis.....	50.00
23678	Mrs. Ella Lutz.....	667	Cincinnati, Ohio.....	13	5	Pulmonary tuberculosis.....	200.00
23679	Bernard Wigfoh.....	674	St. Clemens, Mich.....	11	9	Nephritis.....	50.00
23680	Wm. Kratz.....	867	Milford, Mass.....	7	9	Tubercular enteritis.....	50.00
23681	Mrs. Ellen Kellett.....	887	Hampton, Va.....	13	4	Pulmonary tuberculosis.....	50.00
23682	Mrs. Cordelia Fraiser.....	895	Tarrytown, N. Y.....	5	2	Intestinal obstruction.....	50.00
23683	Henry P. Delaney.....	1080	South Haven, Mich.....	10	9	Myocarditis.....	50.00
23684	Mrs. Capitola E. Dillman.....						

CLAIMS PAID DURING FEBRUARY, 1915—Continued

Claim No.	Name of deceased or disabled.	Union.	City.	Membershp. Yrs. Mos.	Cause of death or disability.	Amount Paid.
23685	Mrs. Genilda Rutledge.....	1207	Charleston, W. Va.....	8	Cancer of uterus.....	50.00
23686	Frank Reichard.....	1255	Warren, Ohio.....	10	Valvular heart disease.....	50.00
23687	Mrs. Clara J. Wessel.....	1366	Quincy, Ill.....	5	Hypo nephroma.....	50.00
23688	Chr. Falk.....	1367	Chicago, Ill.....	2	Cerebral hemorrhage.....	50.00
23689	J. W. Tate.....	1907	Greenville, Ky.....	9	Acute bronchitis.....	50.00
23690	Pierce Shannon.....	13	Chicago, Ill.....	5	Nephritis.....	200.00
23691	Jaroslav Pedurek.....	39	Cleveland, Ohio.....	14	Pulmonary tuberculosis.....	200.00
23692	Chas. B. Elbon.....	41	Nashville, Tenn.....	5 1/2	Pneumonia.....	200.00
23693	Andrew Daniel.....	55	Denver, Colo.....	8	Traumatic coma.....	200.00
23694	Mrs. Jennie A. Lindner.....	73	St. Louis, Mo.....	2	Pulmonary tuberculosis.....	50.00
23695	John Ziess.....	901	Scranton, Pa.....	5	Pneumonia.....	50.00
23696	John Miller.....	326	New York, N. Y.....	10	Nephritis.....	200.00
23697	Frank R. Quinn.....	1015	Saratoga Springs, N. Y.....	12	Pulmonary tuberculosis.....	200.00
23698	Mrs. Winifred Robertson.....	401	Pittston, Pa.....	13	Nephritis.....	50.00
23699	John Bosch.....	471	Brooklyn, N. Y.....	4	Acute nephritis.....	50.00
23700	Frederick Lett.....	1651	Philadelphia, Pa.....	12	Myocarditis.....	200.00
23701	J. H. Lanham (dis).....	1319	Albuquerque, N. M.....	11	Accidental injuries.....	200.00
23702	Oscar Ireland.....	1319	Albuquerque, N. M.....	8	Cirrhosis of liver.....	200.00
23703	Mrs. Rose Almada.....	1391	Reading, Mass.....	3	Relative mitral insufficiency.....	25.00
23704	John Schwartz.....	1747	New York, N. Y.....	9	Cerebral apoplexy.....	200.00
23705	Mrs. Isabel Munier.....	1824	Boston, Mass.....	8	Intestinal obstruction.....	50.00
23706	Mrs. Alice Anderson.....	1824	Boston, Mass.....	8	Peritonitis.....	50.00
23707	Mrs. Minnie M. Seckendorf.....	1824	Boston, Mass.....	7	Cerebral hemorrhage.....	50.00
23708	Mrs. Florence D. Robbins.....	23	Worcester, Mass.....	6	Internal hemorrhage.....	25.00
23709	E. F. Smith.....	200	Columbus, Ohio.....	9	Lobar pneumonia.....	200.00
23710	Mrs. Edna L. Miller.....	432	Atlantic City, N. J.....	4	Septicemia.....	50.00
23711	Mrs. Lizzie A. Robinson McCone.....	478	New York, N. Y.....	5 1/2	Bright's disease.....	50.00
23712	Mrs. Marion K. Smith.....	478	New York, N. Y.....	14	Pleurisy and lobar pneumonia.....	50.00
23713	Mrs. Grace Salsinger.....	514	New York, N. Y.....	25	Cardiac dropsy.....	50.00
23714	Mrs. Maria Maciejewska.....	1307	Wilkes-Barre, Pa.....	8	Chorea of pregnancy.....	25.00
23715	Omer Tanguay.....	1558	Evanston, Ill.....	9	Pulmonary tuberculosis.....	200.00
23716	Henry Smiley.....	1573	Tetevanville, Que., Can.....	7	Heart failure.....	50.00
23717	Roscoe Axel.....	1938	Boston, Mass.....	8	Pneumonia.....	50.00
23718	Mrs. Elizabeth Tloczynski.....	11	Crown Point, Ind.....	7	Pneumonia.....	200.00
23719	Charles Telchman.....	24	Cleveland, Ohio.....	1	Uræmia.....	50.00
23720	Henry Townsend.....	259	Batavia, N. Y.....	17	Acute nephritis.....	200.00
23721	Chas. Eckerbom.....	266	Glens Falls, N. Y.....	17	Heart trouble.....	200.00
23722	Wm. Riltche.....	277	Stockton, Cal.....	6	Gunshot wound in head.....	115.75
23723	Alexander Roede.....	309	Philadelphia, Pa.....	7 1/2	Nephritis.....	200.00
23724	Fred Overacker.....	337	New York, N. Y.....	12	Arterial sclerosis.....	50.00
23725	Alphonse Peltier.....	390	Whitesboro, N. Y.....	2	Inflammation of brain.....	200.00
23726	Harry Steinberg.....	504	Holyoke, Mass.....	9	Nephritis.....	200.00
23727	James Layton.....	575	Chicago, Ill.....	7	Paralysis of bowels.....	100.00
23728	John G. Bradley.....	1555	New York, N. Y.....	11	Heart trouble.....	200.00
23729	Emory E. Booth.....	864	Niagara Falls, N. Y.....	7	Tuberculosis.....	200.00
23730	John Ettelne.....	1040	St. Augustine, Fla.....	10	Tuberculosis.....	200.00
			Eureka, Cal.....	4	Carcinoma of stomach.....	200.00

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25731	Nicholas Arand	1252	Pittsburgh, Pa.	12	5	Cirrhosis of liver	200.00
25732	Richard Rowe	78	Troy, N. Y.	24	3	Acute pulmonary oedema	200.00
25733	Mrs. Elmiere Lefebvre Perron	134	Montreal, Que., Can.	3	7	Hemorrhage	50.00
25734	Clarence Wyman	683	Burlington, Vt.	4	6	Arterio-sclerosis	50.00
25735	Dennis J. Keirven	10	Chicago, Ill.	23	1	Nephritis	200.00
25736	Mrs. Mary Van Prooyen	271	Chicago, Ill.	15	7	Diabetes mellitus	50.00
25737	Mrs. Padora L. Fraiser	388	Richmond, Va.	10	5	Cancer of the liver	50.00
25738	Geo. K. Harris	1178	Pawhuska, Okla.	1	8	Heart failure	200.00
25739	Theodore Grzyvacz	1352	Grand Rapids, Mich.	1	6	Cancer of stomach	200.00
25740	Thomas M. Kelso	1117	Albany, N. Y.	4	10	Mitral regurgitation	50.00
25741	M. Person	1367	Chicago, Ill.	4	7	Meningitis	200.00
25742	Fred Fouchers (dis)	224	Jacksonville, Fla.	8	3	Accidental injuries	400.00
Total							\$20,029.75

Beneficial claims
Semi-beneficial claims
Wife's claims
Disability claims

\$13,004.75
1,400.00
2,825.00
2,800.00
\$20,029.75

DISAPPROVED CLAIMS FOR FEBRUARY, 1915

Claim No.	Name of deceased or disabled.	Union	City.	Membershp. Yrs. Mos.	Cause of disapproval.	Amount Claimed.
2640	Frank Fahrlich (dis)	1108	Cleveland, Ohio	5	Semi-ben., not entitled to disability	\$400.00
2641	Mrs. Petia M. Watson	1139	Hollister, Cal.	2	Sick when admitted	50.00
2642	Mrs. Catherine Gerber	1108	Cleveland, Ohio	1	Semi-ben., not entitled to wife donation	25.00
2643	Harry Davis (dis)	125	Utica, N. Y.	1	Physical ailment	50.00
2644	Alfred Johnson	87	St. Paul, Minn.	9	Delirium tremens	400.00
2645	Thomas Prock (dis)	1233	Detroit, Mich.	6	Not one year a member at accident	100.00
2646	Mrs. Ida Bortman	13	Chicago, Ill.	7	Sick when husband admitted	50.00
2648	J. M. Lowery (dis)	198	Dallas, Texas	1	Physical ailment	400.00
2649	J. M. Benton (dis)	198	Dallas, Texas	8	Not totally and permanently disabled	300.00
2650	Joseph Bernier (dis)	859	Providence, R. I.	4	Three months arrears at accident	200.00
2651	Joseph Dare	1699	Manchester, N. H.	11	Semi-ben., not entitled to wife donation	50.00
2653	Mrs. Lucinda H. Beaumont	1245	Newport, R. I.	9	Three months arrears	200.00
2654	Mrs. Hettie S. Bowman	968	Boston, Mass.	6	Semi-ben., not entitled to wife donation	50.00
2655	Mrs. Genevieve Burrows	1410	E. Chattanooga, Tenn.	8	Three months arrears	50.00
2656	Wm. H. Martell	22	San Francisco, Cal.	1	Alcoholism	500.00
2657	E. L. Weaver (dis)	132	Washington, D. C.	11	Physical ailment	200.00
2658	Geo. W. Sharp (dis)	425	El Paso, Texas	6	Physical ailment	400.00
2659	August Luetke	1868	St. Paul, Minn.	5	Not one year a member; semi-ben.	50.00
2660	Gustave E. Weiss	326	New York, N. Y.	7 weeks	Three months arrears	200.00

General Vote on the

Amendments to the Constitution

As Agreed to and Adopted by the
Eighteenth General Convention
of the

United Brotherhood of Carpenters
and Joiners of America

Held at Indianapolis, Indiana, September
Twenty-first to October Second, Nineteen
:: :: :: Hundred and Fourteen :: :: ::

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REPORT OF COMMITTEE ON TABULATION OF VOTE ON AMENDMENTS TO CONSTITUTION

Indianapolis, Ind., Feb. 17, 1915.

To Mr. James Kirby, General President, U. B. of C. and J. of A.:

Dear Sir and Brother—We, your committee, appointed to tabulate the vote on amendments to the Constitution adopted by the Eighteenth General Convention, held at Indianapolis, Ind., Sept. 21 to Oct. 2, inclusive, beg to submit the following report:

We find that 1,040 Local Unions submitted returns on the amendments, eighty-five of which were rejected on account of votes not being returned according to instructions submitted by the General Secretary as provided for in the General Constitution.

—Local Unions which made no numerical registration of votes—

Local Union No. 39, Cleveland, Ohio.
Local Union No. 393, Whitney, Texas.
Local Union No. 399, Philipsburg, N. J.
Local Union No. 410, Selma, Ala.
Local Union No. 412, Sayville, Long Island, N. Y.
Local Union No. 616, San Francisco, Cal.
Local Union No. 846, Pleasantville, N. J.
Local Union No. 925, Salinas, Cal.
Local Union No. 940, Sandusky, Ohio.
Local Union No. 1246, Marinette, Wis.
Local Union No. 1307, Evanston, Ill.
Local Union No. 1484, Visalia, Cal.
Local Union No. 1728, La Playa, Ponce, Porto Rico.
Local Union No. 1754, Canton, Mass.
Local Union No. 1769, Benld, Ill.
Local Union No. 1780, Fairbury, Ill.
Local Union No. 1784, Chicago, Ill.
Local Union No. 1914, Stratford, Conn.
Local Union No. 1836, Russellville, Ark.
Local Union No. 1871, Sheffield, Pa.
Local Union No. 2507, Evanston, Ill.

Local Unions whose returns were not properly filled out or did not bear the seal:

Local Union No. 63, Bloomington, Ill.
Local Union No. 116, Bay City, Mich.
Local Union No. 147, Brooklyn, N. Y.
Local Union No. 164, Pittsburgh, Pa.
Local Union No. 200, Columbus, Ohio.
Local Union No. 289, Lockport, N. Y.
Local Union No. 357, Islip, Long Island, N. Y.
Local Union No. 422, Athens, Texas.
Local Union No. 500, Butler, Pa.
Local Union No. 597, Centerville, Iowa.
Local Union No. 660, Springfield, Ohio.
Local Union No. 689, La Crosse, Wis.
Local Union No. 693, Needham, Mass.
Local Union No. 745, Honolulu, H. I.

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Local Union No. 946, Oshkosh, Wis.
Local Union No. 977, Wichita Falls, Texas.
Local Union No. 1011, St. Louis, Mo.
Local Union No. 1013, Bridgeport, Conn.
Local Union No. 1082, San Francisco, Cal.
Local Union No. 1180, Cleveland, Ohio.

—Local Unions whose votes were returned too late for tabulation—

Local Union No. 21, Chicago, Ill.
Local Union No. 31, Trenton, N. J.
Local Union No. 97, New Britain, Conn.
Local Union No. 111, Lawrence, Mass.
Local Union No. 156, Staunton, Ill.
Local Union No. 158, Los Angeles, Cal.
Local Union No. 237, Pittsburgh, Pa.
Local Union No. 273, Yonkers, N. Y.
Local Union No. 277, Philadelphia, Pa.
Local Union No. 303, Detroit, Mich.
Local Union No. 307, Winona, Minn.
Local Union No. 341, Chicago, Ill.
Local Union No. 362, Pueblo, Colo.
Local Union No. 378, Edwardsville, Ill.
Local Union No. 559, Paducah, Ky.
Local Union No. 591, Little Falls, N. Y.
Local Union No. 643, Chicago, Ill.
Local Union No. 661, Ottawa, Ill.
Local Union No. 692, Cincinnati, Ohio.
Local Union No. 752, Hackensack, N. J.
Local Union No. 755, Superior, Wis.
Local Union No. 798, Salem, Ill.
Local Union No. 815, Haywards, Cal.
Local Union No. 878, Beverly, Mass.
Local Union No. 844, Los Gatos, Cal.
Local Union No. 1008, Brooklyn, N. Y.
Local Union No. 1034, Oskaloosa, Iowa.
Local Union No. 1106, Portland, Ore.
Local Union No. 1107, Gloversville, N. Y.
Local Union No. 1119, Ridgefield, Conn.
Local Union No. 1144, Los Angeles, Cal.
Local Union No. 1214, Walla Walla, Wash.
Local Union No. 1248, Batavia, Ill.
Local Union No. 1268, Johnstown, N. Y.
Local Union No. 1335, Seattle, Wash.
Local Union No. 1546, Baltimore, Md.
Local Union No. 1573, Boston, Mass.
Local Union No. 1588, Sydney, N. S., Canada.
Local Union No. 1661, Minneapolis, Minn.
Local Union No. 1701, Centralia, Wash.
Local Union No. 1702, Watertown, S. D.
Local Union No. 1719, Orangeburg, S. C.
Local Union No. 1730, Neodesha, Kan.
Local Union No. 1877, Pawtucket, R. I.

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—Total Vote for and Against Amendments—

	For.	Against.
Question No. 1.....	37,137	2,499
Question No. 2.....	34,992	5,446
Question No. 3.....	13,654	21,956
Question No. 4.....	10,202	26,724
Question No. 5.....	25,269	11,082

Question No. 6—

Section 1.....	29,268	6,013
Section 2.....	30,559	4,795
Section 3.....	29,426	5,234
Section 4.....	28,648	5,246
Section 5.....	29,986	4,741
Section 6.....	29,825	4,386
Section 7.....	30,373	4,305

Question No. 7.....	33,832	3,712
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Question No. 8, Article No. 1—

Section 1.....	27,817	8,292
Section 2.....	23,507	4,901
Section 3.....	27,609	7,903
Section 4.....	27,866	8,042
Section 5.....	27,624	7,773
Section 6.....	27,893	7,934

Question No. 8, Article No. 2—

Section 1.....	29,721	5,604
Section 2.....	30,205	4,790
Section 3.....	28,841	5,403
Section 4.....	31,841	3,249

Question No. 9.....	36,956	2,337
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Question No. 10.....	33,960	3,636
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Question No. 11.....	32,285	4,954
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Question No. 12.....	36,060	1,743
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Question No. 13.....	28,886	8,373
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Question No. 14.....	32,791	5,266
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Question No. 15—

Proposition No. 1.....	30,920	12,023
Proposition No. 2.....	29,773	12,382
Proposition No. 3.....	28,656	13,134
Proposition No. 4.....	29,810	11,850
Proposition No. 5.....	28,842	12,596
Proposition No. 6.....	27,955	13,284
Proposition No. 7.....	28,120	12,108
Question No. 16.....	30,062	2,696
Question No. 17.....	33,035	1,465

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Question No. 18.....	33,980	1,191
Question No. 19.....	29,598	3,218
Question No. 20.....	29,789	1,465
Question No. 21.....	30,449	1,095
Question No. 22.....	27,781	3,001
Question No. 23.....	30,856	1,105

Question No. 24—

Section 1.....	28,730	2,735
Section 2.....	26,827	2,983
Section 3.....	26,381	3,676
Section 4.....	21,419	8,045
Section 5.....	25,904	3,187
Section 6.....	26,371	3,105
Section 7.....	22,490	8,045
Question No. 25.....	27,085	2,821

Question No. 26—

Section 1.....	29,125	1,099
Section 2.....	25,472	4,568
Section 3.....	27,930	2,076
Question No. 27.....	28,209	1,495
Question No. 28.....	28,407	886

Question No. 29—

Section 1.....	26,194	2,619
Section 2.....	26,690	1,865
Section 3.....	24,896	3,950
Section 4.....	25,941	2,843
Section 5.....	26,202	2,450
Question No. 30.....	26,548	1,707
Question No. 31.....	27,394	1,751
Question No. 32.....	27,851	1,644
Question No. 33.....	21,892	8,120
Question No. 34.....	23,803	5,309
Question No. 35.....	28,177	987
Question No. 36.....	27,497	1,943
Question No. 37.....	22,148	7,977
Question No. 38.....	24,923	3,718
Question No. 39.....	29,219	1,531
Question No. 40.....	28,133	781
Question No. 41.....	27,045	2,515
Question No. 42.....	28,346	754
Question No. 43.....	26,500	2,398
Question No. 44.....	22,447	5,840
Question No. 45.....	26,838	845
Question No. 46.....	24,473	2,799
Question No. 47.....	26,158	1,412
Question No. 48.....	25,089	1,950
Question No. 49.....	23,500	2,942
Question No. 50.....	23,852	3,011
Question No. 51.....	22,712	3,909

The Carpenter

Question No. 52.....	22,475	4,049
Question No. 53.....	19,620	6,452
Question No. 54.....	23,976	2,574
Question No. 55.....	22,936	3,261
Question No. 56.....	24,036	2,274
Question No. 57.....	25,664	1,791
Question No. 58.....	24,337	2,798
Question No. 59.....	25,316	1,225
Question No. 60.....	23,736	2,741
Question No. 61.....	25,427	1,926
Question No. 62.....	23,940	2,665

Question No. 63—

Section 1.....	23,864	1,948
Section 2.....	25,094	1,993
Question No. 64.....	24,555	1,303
Question No. 65.....	24,315	1,884

Question No. 66—

Section 1.....	24,228	1,085
Section 2.....	23,757	1,219
Section 3.....	24,059	1,001
Question No. 67.....	25,107	1,274
Question No. 68.....	24,856	816
Question No. 69.....	24,358	1,347
Question No. 70.....	25,691	612

All the above amendments were carried except Questions Nos. 3 and 4.

Respectfully submitted,

W. W. McGARY, President.
EDWARD S. FEENEY,
REUBEN PRICE,
O. G. SMOCK,
J. E. SPANGLER, Secretary.
Committee.

Note—In the following vote () indicates local unions which divided questions, hence votes on those questions were not counted.

QUESTION No. 6

QUESTION No. 6																							
Local Union No.	Question No. 1		Question No. 2		Question No. 3		Question No. 4		Section No. 1		Section No. 2		Section No. 3		Section No. 4		Section No. 5		Section No. 6		Section No. 7		
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	
1..	168	4	272	11	60	11	13	259	270	2	272	..	272	..	272	..	272	..	272	..	272	..	
2..	72	92	209	18	..	180	..	137	127	2	137	..	137	..	137	..	137	..	137	..	137	..	
3..	21	3	20	21	..	21	..	20	21	..	21	..	21	..	21	..	21	..	21	..	21	..	
5..	79	1	56	26	113	26	58	47	69	50	175	2	175	2	175	2	175	2	175	2	175	2	
6..	17	1	7	10	..	23	14	24	14	6	24	11	7	5	10	5	16	..	21	..	24	..	
7..	176	..	128	10	1	191	18	71	84	20	143	..	143	..	143	..	143	..	143	..	143	..	
8..	78	..	78	..	78	..	1	77	78	..	78	..	78	..	78	..	78	..	78	..	78	..	
9..	38	..	38	..	..	38	..	38	30	8	26	12	38	..	38	..	38	..	38	..	38	..
10..	27	145	72	73	..	200	..	200	..	..	200	..	..	..	..	..	..	..	..	..	..
12..	94	..	114	..	..	93	..	94	..	90	..	..	90	..	121	..	46	..	103	..	132	..
13..	90	..	70	..	70	..	1	69	70	..	46	..	46	..	46	..	46	..	46	..	46	..	
14..	36	7	42	..	22	12	12	25	27	5	34	1	53	..	43	..	37	1	47	..	44	..	
15..	26	12	34	10	32	2	5	41	46	..	46	..	44	..	45	..	44	..	44	..	45	..	
16..	28	2	6	27	..	33	..	46	13	31	28	1	22	..	30	2	30	..	20	1	15	..	
17..	73	..	72	13	70	16	70	16	70	15	70	15	70	15	70	15	70	15	70	15	70	15	
18..	17	..	2	13	1	14	..	15	15	15	15	..	15	..	15	..	15	..	15	..	15	..	
19..	145	..	171	..	21	67	9	96	51	40	87	..	98	..	66	..	94	..	95	..	103	2	
20..	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..	
22..	139	..	137	..	1	135	7	129	135	1	136	..	136	..	136	..	136	..	136	..	136	..	
23..	125	..	125	..	12	4	31	16	131	2	121	2	111	..	121	..	91	..	91	..	136	..	
24..	60	5	60	5	53	12	..	..	59	6	42	23	38	27	52	13	46	19	46	19	53	12
25..	178	..	197	..	79	..	1	74	59	2	171	..	172	60	171	60	162	60	167	59	159	60	
26..	58	..	44	..	2	58	..	58	..	58	2	58	..	60	..	60	..	46	..	46	..		
29..	47	3	39	10	14	36	2	45	3	44	47	..	47	..	47	..	46	..	46	..	46	..	
30..	10	..	..	11	11	12	..	12	..	11	11	..	12	..	11	..	9	..	9	..	11	..
32..	114	18	144	5	15	84	238	..	123	2	56	..	..	..	..	..	..	..	..	..	..
33..	43	18	30	31	..	64	1	62	51	51	28	2	28	..	50	..	29	..	30	..	10	25	
35..	60	21	60	21	..	21	70	20	60	21	..	79	79	..	79	..	79	..	79	..	79	..	
36..	47	2	47	11	10	36	34	10	42	1	..	55	55	..	55	..	55	..	55	..	55	..	
37..	11	..	..	..	..	..	11	..	..	..	..	..	..	..	..	..	..	..	..	..	..
38..	134	..	100	36	130	6	..	136	..	..	139	..	139	..	139	..	139	..	139	..	139	..

QUESTION No. 8

Local Union No.	Question No. 7	Article I								Article II								Question No. 9	
		Section No. 1				Section No. 2				Section No. 3				Section No. 4				For	Against
		For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against		
1.	272	1	272	175	5	175	5	175	5	175	5	175	5	175	5	175	5	272	..
2.	147	175	5	175	19	175	19	175	19	175	19	175	19	175	19	175	19	270	..
3.	21	142	8	142	8	142	8	142	8	142	8	142	8	142	8	142	8	167	..
5.	176	142	17	142	17	142	17	142	17	142	17	142	17	142	17	142	17	167	..
6.	14	17	..	17	1	17	1	17	1	17	1	17	1	17	1	17	1	21	..
7.	166	104	16	104	26	104	26	104	26	104	26	104	26	104	26	104	26	19	..
8.	78	78	..	78	78	78	78	78	78	78	78	78	78	78	78	78	78	153	..
9.	38	38	..	38	..	38	..	38	..	38	..	38	..	38	..	38	..	78	..
10.	200	..	114	..	..	..	..	..	..	..	..	..	..	..	..	..	..	38	..
12.	138	..	114	112	..	112	..	112	..	112	..	112	..	112	..	112	..	32	..
13.	46	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	117	..
14.	44	45	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	44	..
15.	48	42	4	17	9	17	9	17	9	17	9	17	9	17	9	17	9	49	..
16.	42	29	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	45	..
17.	70	76	..	76	76	76	76	76	76	76	76	76	76	76	76	76	76	76	..
18.	15	1	15	1	15	1	15	1	15	1	15	1	15	1	15	1	15	1	..
19.	100	45	5	3	30	11	31	18	11	27	7	17	14	19	10	25	7	41	..
20.	26	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..	29	..
22.	136	32	51	32	51	32	51	32	51	32	51	32	51	32	51	32	51	136	..
23.	95	32	..	32	..	32	..	32	..	32	..	32	..	32	..	32	..	136	..
24.	55	55	10	43	22	43	22	50	15	42	23	42	23	48	17	32	28	37	28
25.	154	164	..	157	..	157	..	148	..	151	..	157	..	150	..	152	..	158	..
26.	..	61	..	61	..	61	..	61	..	61	..	61	..	61	..	61	..	61	..
29.	46	46	..	46	..	46	..	43	..	43	..	37	..	38	..	38	..	38	..
30.	46	6	..	4	..	4	..	5	..	6	..	4	..	1	4	2	4	10	..
32.	210	35	83	14	27	34	10	168	..	172	..	138	..	200	..	182	..	202	..
33.	27	11	24	2	15	10	7	11	..	..	..	24	..	26	..	15	..	36	..
35.	78	2	73	..	12	87	1	61	..	..	..	1	..	26	..	78	..	78	..
36.	..	43	12	32	23	31	23	31	24	35	20	35	20	24	31	27	28	55	..
37.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	10	..
38.	140	140	..	140	..	140	..	140	..	140	..	140	..	140	..	140	..	140	..

Local Union No.	QUESTION No. 24											
	Question No. 17		Question No. 18		Question No. 19		Question No. 20		Question No. 21		Question No. 22	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
No. 1		No. 2		No. 3		No. 4		No. 5		Question No. 23		
For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For
1..	272	..	271	..	83	..	83	..	83	..	83	..
2..	270	..	270	..	270	..	270	..	270	..	270	..
3..	17	..	19	..	19	..	19	..	19	..	19	..
5..	129	1	132	1	133	..	131	..	125	..	139	6
6..	18	..	19	..	19	..	15	..	21	..	24	..
7..	26	..	56	..	46	..	32	..	43	..	39	..
8..	75	..	75	..	75	..	75	..	75	..	75	..
9..	39	..	39	..	39	..	39	..	39	..	39	..
10..	17	..	49	..	40	..	40	..	40	..	40	..
12..	83	..	89	..	97	..	67	1	65	1	71	..
13..	46	..	46	..	46	..	46	..	46	..	46	..
14..	28	..	37	..	26	1	27	..	27	..	29	..
15..	45	..	46	..	11	..	7	..	10	..	11	..
16..	12	1	25	..	9	1	19	4	19	2	14	5
17..	76	..	76	..	76	..	76	..	76	..	76	..
18..	16	..	16	..	16	..	15	..	15	..	15	..
19..	25	..	25	..	24	1	19	..	18	..	19	1
20..	29	..	29	..	26	..	26	..	26	..	26	..
22..	101	..	101	..	95	..	85	..	85	..	85	..
23..	100	..	..	..	..	..	..	..	..	..	..	..
24..	51	14	44	21	43	22	47	18	41	24	41	24
25..	131	..	140	..	183	..	135	1	148	..	151	..
26..	63	..	63	..	63	63	63	..	63	..	63	..
29..	37	..	37	..	37	..	37	..	37	..	37	..
30..	10	..	10	..	10	..	6	..	8	..	8	..
32..	190	10	203	..	8	189	199	..	199	..	198	..
33..	15	..	21	..	10	9	14	..	14	..	15	..
35..	25	..	52	..	85	..	21	..	25	..	26	..
36..	..	..	..	..	..	..	..	..	..	..	..	..
37..	..	..	..	..	..	..	..	..	..	..	..	..
38..	144	..	..	..	144	..	144	..	144	..	144	..

QUESTION No. 24 Continued				QUESTION No. 26				Question No. 27		Question No. 28		QUESTION No. 29			
No. 6		No. 7		No. 1		No. 2		No. 3		No. 1		No. 2		No. 3	
For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
Local Union No.															
1..	83	..	..	83	..	83	..	10	73	88	..	83	..	83	..
2..	270	..	..	260	..	265	..	240	..	240	..	240	..	240	..
3..	18	..	8	17	..	..	16	14	..	15	..	15	..	15	..
5..	92	..	2	118	..	..	136	98	30	110	8	97	1	88	3
6..	21	..	..	..	24	..	24	3	17	19	..	..	20	..	20
7..	33	2	..	34	..	43	4	28	..	38	..	27	..	23	..
8..	75	..	..	75	..	74	1	75	..	75	..	75	..	75	..
9..	28	..	..	28	..	28	..	28	..	28	..	28	..	28	..
10..	..	..	..	40	..	40	..	40	..	37	..	37	..	37	..
12..	127	..	2	80	..	87	..	146	..	61	..	47	..	44	..
13..	46	..	134	46	..	46	..	46	..	46	..	46	..	46	..
14..	29	..	..	29	..	29	2	24	..	30	..	30	..	30	..
15..	..	..	..	..	..	..	2	11	..	12	..	..	..	..	..
16..	8	7	9	11	..	..	3	8	2	14	..	8	..	8	1
17..	76	..	16	76	..	76	..	76	..	76	..	76	..	76	..
18..	15	..	..	15	..	15	..	15	..	15	..	15	..	15	..
19..	20	..	2	24	..	18	..	26	3	27	..	22	..	31	5
20..	26	..	..	26	..	26	..	26	..	26	..	26	..	26	..
22..	85	..	..	85	..	85	..	88	..	83	..	82	1	82	1
23..	52	..	..	28	..	..	..	..	..	23	..	..	..	..	..
24..	44	25	21	48	13	44	17	28	37	43	19	48	17	32	24
25..	51	..	..	49	..	65	..	49	..	50	..	41	..	59	..
26..	63	..	..	61	..	63	..	63	..	63	..	63	..	63	..
29..	37	..	..	37	..	37	..	37	..	36	..	36	..	36	..
30..	5	4	8	8	..	8	..	9	..	9	..	10	..	8	..
32..	80	2	30	84	1	98	..	107	..	108	..	115	..	115	..
33..	10	..	..	14	..	14	..	14	..	14	9	13	1	15	..
35..	..	..	..	..	..	..	..	..	..	17	..	..	..	..	..
36..	10	31	2	25	1	41	..	33	..	17	..	27	..	26	..
37..	..	..	..	9	..	13	..	..	..	44	..	..	..	11	..
38..	44	..	..	44	..	44	..	44	..	44	..	44	..	44	..

Local Union No.	Question No. 29 Con- tinued		Question No. 30		Question No. 31		Question No. 32		Question No. 33		Question No. 34		Question No. 35		Question No. 36		Question No. 37		Question No. 38		Question No. 39		Question No. 40		Question No. 41	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1.	83	..	83	..	83	..	83	..	83	..	83	..	83	..	83	..	83	..	83	..	83	..	83	..	83	..
2.	240	15	240	15	240	15	240	15	240	15	240	15	240	15	240	15	240	15	240	15	240	15	240	15	240	15
3.	..	3	..	3	..	3	..	..	3	..	..	3	..	..	3	..	..	3	..	..	3	..	..	3	..	..
5.	88	20	88	20	88	20	88	20	88	20	88	20	88	20	88	20	88	20	88	20	88	20	88	20	88	20
6.	..	20	..	20	..	20	..	..	20	..	..	20	..	..	20	..	..	20	..	..	20	..	..	20	..	..
7.	24	32	24	32	24	32	24	32	24	32	24	32	24	32	24	32	24	32	24	32	24	32	24	32	24	32
8.	75	..	75	..	75	..	75	..	75	..	75	..	75	..	75	..	75	..	75	..	75	..	75	..	75	..
9.	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..
10.	37	..	37	..	37	..	37	..	37	..	37	..	37	..	37	..	37	..	37	..	37	..	37	..	37	..
12.	48	..	48	..	48	..	48	..	48	..	48	..	48	..	48	..	48	..	48	..	48	..	48	..	48	..
13.	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..
14.	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..
15.	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..
16.	4	..	4	..	4	..	4	..	4	..	4	..	4	..	4	..	4	..	4	..	4	..	4	..	4	..
17.	76	..	76	..	76	..	76	..	76	..	76	..	76	..	76	..	76	..	76	..	76	..	76	..	76	..
18.	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
19.	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..
20.	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..
22.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
23.	83	..	83	..	83	..	83	..	83	..	83	..	83	..	83	..	83	..	83	..	83	..	83	..	83	..
24.	36	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..
25.	59	..	59	..	59	..	59	..	59	..	59	..	59	..	59	..	59	..	59	..	59	..	59	..	59	..
26.	63	..	63	..	63	..	63	..	63	..	63	..	63	..	63	..	63	..	63	..	63	..	63	..	63	..
29.	34	..	34	..	34	..	34	..	34	..	34	..	34	..	34	..	34	..	34	..	34	..	34	..	34	..
30.	3	..	3	..	3	..	3	..	3	..	3	..	3	..	3	..	3	..	3	..	3	..	3	..	3	..
32.	115	..	115	..	115	..	115	..	115	..	115	..	115	..	115	..	115	..	115	..	115	..	115	..	115	..
33.	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..
35.	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..
36.	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..
37.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
38.	44	..	44	..	44	..	44	..	44	..	44	..	44	..	44	..	44	..	44	..	44	..	44	..	44	..

Local Union No.	Question No. 42		Question No. 43		Question No. 44		Question No. 45		Question No. 46		Question No. 47		Question No. 48		Question No. 49		Question No. 50		Question No. 51		Question No. 52	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1	83	..	83	..	83	..	83	..	83	..	83	..	83	..	83	..	83	..	83	..	83	..
2	235	..	235	..	235	..	235	..	235	..	235	..	235	..	235	..	235	..	235	..	235	..
3	14	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
5	124	..	103	..	114	..	114	..	124	..	123	..	125	..	115	..	127	..	131	..	97	..
6	22	..	21	..	19	..	33	..	12	..	17	..	21	..	11	..	15	..	2	..	12	..
7	30	..	29	..	38	..	33	..	4	..	38	..	31	..	26	..	1	..	1	..	30	..
8	73	..	72	..	7	..	72	..	1	..	72	..	72	..	72	..	72	..	72	..	72	..
9	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..
10	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..
12	75	..	63	..	61	..	67	..	67	..	62	..	59	..	61	..	66	..	57	..	66	..
13	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..
14	24	..	25	..	26	..	24	..	24	..	27	..	28	..	25	..	29	..	5	..	20	..
15	11	..	8	..	10	..	2	..	2	..	10	..	13	..	23	..	24	..	5	..	25	..
16	20	..	20	..	24	..	19	..	19	..	21	..	21	..	18	..	16	..	15	..	16	..
17	20	..	20	..	20	..	20	..	20	..	21	..	21	..	21	..	20	..	21	..	21	..
18	15	..	15	..	13	..	13	..	13	..	15	..	15	..	15	..	15	..	14	..	13	..
19	19	..	4	..	12	..	2	..	20	..	19	..	17	..	10	..	13	..	12	..	16	..
20	26	..	26	..	2	..	26	..	..	..	49	..	26	..	26	..	26	..	..	..	..	..
22	49	..	49	..	49	..	49	..	49	..	49	..	48	..	49	..	49	..	49	..	49	..
23	43	..	29	..	35	..	34	..	34	..	37	..	39	..	34	..	46	..	23	..	14	..
24	42	..	40	..	7	..	39	..	26	..	41	..	39	..	26	..	31	..	19	..	41	..
25	56	..	56	..	56	..	56	..	..	..	56	..	56	..	56	..	55	..	52	..	44	..
26	63	..	63	..	63	..	63	..	..	..	63	..	63	..	63	..	63	..	61	..	14	..
29	35	..	33	..	33	..	39	..	..	..	39	..	39	..	39	..	39	..	39	..	39	..
30	12	..	10	..	2	..	8	..	2	..	10	..	10	..	6	..	12	..	..	..	12	..
32	182	..	186	..	1	..	186	..	180	..	190	..	195	..	195	..	200	..	204	..	..	..
33	18	..	13	..	14	..	14	..	14	..	12	..	13	..	13	..	13	..	6	..	12	..
35	..	..	..	..	..	..	..	..	18	..	33	..	34	..	19	..	15	..	..	..	..	..
36	39	..	34	..	53	..	15	..	19	..	33	..	34	..	19	..	15	..	..	..	24	..
37	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
38	44	..	44	..	44	..	44	..	44	..	44	..	44	..	30	..	30	..	30	..	30	..

Local Union No.	Question No. 53		Question No. 54		Question No. 55		Question No. 56		Question No. 57		Question No. 58		Question No. 59		Question No. 60		Question No. 61		Question No. 62	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1	83	74	9	83	83	..	83	..	83	..	83	..	83	..	83	..	83	..	83	..
2	230	..	230	230	230	..	230	..	230	..	230	..	230	..	230	..	230	..	225	..
3	15	..	15	15	15	..	15	..	15	..	15	..	15	..	15	..	15	..	16	..
5	126	..	133	142	142	..	142	..	158	..	178	..	139	..	121	..	50	..	80	..
6	..	1	14	13	15	..	15	..	10	..	4	..	2	..	17	..	2	..	21	..
7	16	3	24	26	26	..	26	..	24	5	27	..	27	..	19	..	25	..	30	..
8	72	..	72	72	72	..	72	..	72	..	72	..	72	..	70	..	72	..	65	..
9	25	..	25	25	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..
10	31	..	31	31	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..
12	60	..	60	6	64	..	64	..	53	4	41	..	61	..	63	..	61	..	70	..
13	46	..	46	46	46	..	46	..	46	..	46	..	46	..	46	..	46	..	30	..
14	11	..	26	26	24	2	24	2	29	..	26	..	26	..	25	..	25	..	29	..
15	..	26	12	24	8	15	8	15	25	..	23	..	12	2	21	1	12	7	4	13
16	7	3	12	12	12	3	12	3	19	..	18	3	18	..	22	..	20	3	12	3
17	1	1	20	1	20	1	21	..	18	3	1	20	1	..	2	19	..	..	21	..
18	13	9	3	12	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
19	8	..	17	6	..	..	..	..	23	1	17	..	13	1	15	1	14	..	15	..
20	..	..	26	26	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..
22	49	..	48	48	48	..	48	..	48	..	48	..	47	1	48	..	48	..	48	..
23	2	..	27	19	21	..	21	..	35	..	26	4	17	..	25	..	27	..	24	..
24	40	..	47	38	27	..	46	19	44	21	45	20	41	24	38	27	49	16	47	18
25	46	1	47	43	50	..	50	..	43	5	38	5	43	..	43	..	43	..	43	..
26	63	..	3	63	63	..	63	..	63	..	2	61	63	..	63	..	63	..	63	..
29	39	..	40	40	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..
30	10	..	10	10	12	..	12	..	8	4	2	2	12	..	10	..	10	..	10	..
32	59	159	30	67	1	234	1	234	236	..	54	190	52	200	52	200	252	..	257	5
33	14	..	10	13	14	1	14	1	12	3	9	5	12	2	9	1	9	..	10	..
35	..	..	..	..	..	..	..	..	18	..	..	..	..	..	..	..	9	..	..	..
36	19	..	26	20	16	..	16	..	26	6	26	..	19	..	21	7	30	1	28	..
37	..	..	11	1	..	..	..	..	11	1	21	..	..	..	..	..	1	..	..	..
38	30	..	26	26	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..

Local Union No.	QUESTION No. 63				Question No. 64		QUESTION No. 66						Question No. 67		Question No. 68		Question No. 69		Question No. 70	
	No. 1		No. 2		For	Against	For	Against	No. 1	No. 2	No. 3	For	Against	For	Against	For	Against	For	Against	
	For	Against	For	Against																For
1	83	..	83	..	83	..	83	..	83	..	83	83	..	83	..	83	..	83	..	
2	225	16	225	16	225	15	225	15	225	15	225	225	..	225	..	225	..	225	..	
3	..	16	..	16	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	
4	139	19	123	10	143	144	144	144	144	144	144	143	..	161	..	147	..	147	..	
5	1	19	16	..	..	19	3	14	3	14	3	10	..	19	..	15	3	15	..
6	33	..	33	..	28	..	27	..	27	..	27	29	..	31	..	36	..	36	..	
7	65	..	65	..	65	..	65	..	65	..	65	65	..	65	..	65	..	65	..	
8	..	..	..	..	25	..	25	..	25	..	25	25	..	25	..	25	..	25	..
9	31	..	31	..	31	..	31	..	31	..	31	31	..	31	..	31	..	31	..	
10	71	..	83	..	73	..	63	..	63	..	63	70	..	57	..	65	..	65	..	
11	30	..	30	..	30	..	30	..	30	..	30	30	..	30	..	30	..	30	..	
12	27	..	27	..	30	..	24	..	24	..	24	29	..	26	..	29	..	29	..	
13	17	1	23	..	24	..	21	..	21	..	21	24	..	20	..	26	..	26	..	
14	22	..	20	..	16	..	18	..	18	..	18	9	..	18	..	21	..	21	..	
15	..	..	21	..	21	..	21	..	21	..	21	21	..	20	..	22	..	22	..
16	12	..	12	..	12	..	12	..	12	..	12	12	..	12	..	12	..	12	..	
17	12	..	12	..	12	..	12	..	12	..	12	12	..	12	..	12	..	12	..	
18	12	..	12	..	12	..	12	..	12	..	12	12	..	12	..	12	..	12	..	
19	26	..	26	..	26	..	26	..	26	..	26	26	..	26	..	26	..	26	..	
20	48	..	48	..	48	..	48	..	48	..	48	48	..	48	..	48	..	48	..	
21	..	..	29	..	29	..	29	..	29	..	29	25	..	25	..	25	..	25	..
22	48	..	48	..	48	..	48	..	48	..	48	48	..	48	..	48	..	48	..	
23	..	..	48	..	48	..	48	..	48	..	48	48	..	48	..	48	..	48	..
24	48	17	51	14	49	16	53	12	46	19	14	40	25	40	25	46	19	46	19	
25	43	..	42	1	43	..	43	..	43	..	43	43	..	43	..	52	13	52	13	
26	63	..	63	..	63	..	63	..	63	..	63	63	..	63	..	63	..	63	..	
27	35	..	35	..	38	..	38	..	38	..	38	38	..	38	..	38	..	38	..	
28	263	10	263	10	10	..	10	..	8	..	8	8	..	8	..	8	..	8	..	
29	263	..	263	..	277	..	277	..	281	..	286	300	..	280	..	290	..	290	..	
30	9	2	10	1	7	2	7	2	..	..	..	..	..	45	257	..	..	..	..
31	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
32	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
33	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
34	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
35	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
36	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
37	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
38	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..

QUESTION No. 6

Local Union No.	Question No. 1		Question No. 2		Question No. 3		Question No. 4		Question No. 5		Section No. 1		Section No. 2		Section No. 3		Section No. 4		Section No. 5		Section No. 6		Section No. 7	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
40..	15	..	..	15	..	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15
41..	64	..	68	1	34	61	24	60	24	51	24	62	57	66	66	66	66	66	66	66	66	66	66	66
42..	19	4	40	1	20	40	2	51	..	19	8	..	45	37	41	..	..	..	..	..	..	..	..	..
43..	59	..	21	3	8	40	2	121	..	19	..	..	45	37	41	..	..	..	..	..	..	..	..	..
45..	129	..	111	23	123	4	121	121	..	121	..	121	121	121	121	121	121	121	121	121	121	121	121	121
46..	75	..	70	15	70	15	71	75	..	74	1	74	73	75	75	75	75	75	75	75	75	75	75	75
47..	40	..	35	41	1	55	48	1	59	47	59	41	44	43	40	43	41	59	59	59	59	59	59	59
49..	44	..	42	33	43	4	49	49	..	47	..	41	44	43	40	43	41	59	59	59	59	59	59	59
52..	128	122	61	189	54	196	63	109	141	6	244	57	125	125	122	128	125	125	125	125	125	125	125	125
53..	19	1	24	..	23	38	38	26	..	31	..	29	29	25	27	100	29	29	25	25	25	27	100	150
55..	39	..	39	..	15	1	19	18	..	15	..	15	15	6	15	..	15	15	6	6	6	15	..	..
56..	..	..	..	..	90	..	90	90	..	90	..	90	90	90	90	90	90	90	90	90	90	90	90	90
58..	207	..	131	4	210	..	240	80	240	80	240	80	80	80	80	240	80	240	80	240	240	80	240	240
59..	80	..	80	..	80	80	80	80	..	80	..	80	80	80	80	80	80	80	80	80	80	80	80	80
60..	..	11	..	16	..	13	..	16	17	..	17	17	17	17	17	17	17	17	17	17	17	17	17	17
61..	92	..	92	..	55	55	92	92	..	92	..	92	92	92	92	92	92	92	92	92	92	92	92	92
62..	27	28	68	4	32	51	78	26	..	78	4	..	..	..	..	..	..	..	..	..	..	78	4	4
64..	78	..	91	1	47	7	61	87	..	72	..	47	50	54	41	2	47	2	50	1	2	41	8	8
65..	136	..	136	..	132	..	136	136	..	136	..	136	136	136	136	136	136	136	136	136	136	136	136	136
66..	34	1	39	..	41	5	14	136	30	144	30	137	131	35	137	37	137	37	35	35	36	136	9	21
67..	172	..	111	45	155	..	156	152	13	144	13	137	131	135	135	135	137	10	135	1	8	130	1	1
68..	18	..	2	15	17	3	9	39	36	13	38	38	32	32	32	32	32	32	32	32	32	32	32	32
70..	12	27	42	..	46	3	38	39	36	38	36	36	36	36	36	36	36	36	36	36	36	36	36	36
71..	39	..	39	..	39	2	48	48	..	47	..	49	43	37	43	36	49	36	43	37	..	47	..	..
72..	143	..	151	..	149	..	148	231	..	181	..	151	111	131	118	111	151	..	131	..	..	118	..	..
73..	151	..	171	7	124	..	151	6	1	28	3	25	22	23	27	2	25	8	23	4	2	27	1	1
74..	26	..	29	3	31	7	24	741	1	741	..	731	741	741	741	741	731	1	741	..	..	751	..	..
75..	691	..	691	..	721	16	16	16	..	741	..	16	16	16	16	16	16	16	16	16	16	16	16	16
77..	14	..	13	3	15	43	72	72	..	72	..	72	72	72	72	72	72	72	72	72	72	72	72	72
78..	93	..	93	..	50	43	40	44	..	30	..	30	30	30	30	30	30	30	30	30	30	30	30	30
79..	3	24	53	11	..	74	40	44	..	30	..	30	30	30	30	30	30	30	30	30	30	30	30	30

QUESTION No. 8

QUESTION No. 8																	Question No. 9
Article I				Article II													
Section No. 1		Section No. 2		Section No. 3		Section No. 4		Section No. 5		Section No. 6		Section No. 7		Section No. 8			
For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
40..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15
41..	66	..	65	..	64	..	64	..	64	..	64	..	64	..	64	..	164
42..	..	..	17	..	3	..	15	..	2	..	2	..	2	..	1	..	20
43..	40	..	45	..	27	..	29	..	21	..	21	..	29	..	25	..	27
45..	121	..	121	..	121	..	121	..	121	..	121	..	121	..	121	..	121
46..	75	..	70	..	..	..	..	..	..	..	..	..	..	..	..	..	72
47..	..	..	59	..	..	..	49	..	1	..	49	..	75	..	54	..	59
49..	45	..	11	..	43	..	41	..	41	..	18	..	1	..	17	..	18
52..	150	100	197	53	170	80	99	151	150	100	185	75	150	100	50	200	200
53..	26	..	25	..	8	..	12	..	14	..	13	..	13	..	11	..	31
55..	19	..	..	..	9	..	3	..	18	..	22	..	20	..	20	..	125
56..	90	..	90	..	90	..	90	..	90	..	90	..	90	..	90	..	90
58..	11	180	80	281	80	16	80	281	80	18	80	281	80	18	80	190	160
59..	80	..	..	..	..	..	..	..	..	..	..	..	..	..	..	80	80
60..	..	..	17	..	..	..	..	..	..	..	..	..	..	..	..	15	15
61..	92	..	..	..	68	..	68	..	68	..	68	..	68	..	61	..	55
62..	60	11	20	29	49	..	20	29	7	41	23	29	33	18	15	25	37
64..	65	1	40	..	55	..	48	..	46	..	49	..	28	..	65	..	68
65..	134	..	118	..	114	..	112	..	138	..	140	..	142	..	142	..	141
66..	18	15	2	32	2	..	2	32	2	32	17	14	2	32	33	..	140
67..	7	133	148	..	129	..	126	..	139	..	132	..	128	..	130	..	135
68..	4	7	6	5	..	..	5	9	4	7	3	9	2	9	14	1	15
70..	52	..	52	..	52	..	52	..	52	..	52	..	52	..	52	..	52
71..	..	38	23	..	23	..	32	..	23	..	32	..	32	..	12	..	26
72..	42	..	40	..	37	..	41	..	43	..	44	..	44	..	45	..	38
73..	211	..	211	..	211	..	211	..	181	..	120	..	181	..	161	..	118
74..	18	9	33	..	26	..	26	..	24	..	31	..	32	..	25	..	201
75..	751	..	351	40	..	..	751	..	751	..	751	..	751	..	751	..	33
77..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	751
78..	72	..	72	..	72	..	72	..	72	..	72	..	72	..	72	..	16
79..	54	..	31	..	36	..	38	..	38	..	38	..	43	..	5	..	54

Local Union No.	QUESTION No. 15										Question No. 16	
	Question No. 10		Question No. 11		Question No. 12		Question No. 13		Question No. 14		Question No. 16	
	For	Against	For	Against	For	Against	For	Against	For	Against		
40.	15	..	15	..	15	..	15	..	15	..	14	..
41.	164	..	164	..	164	..	164	..	162	..	162	..
42.	10	1	13	1	13	1	11	8	162	..	7	19
43.	28	..	26	9	27	..	24	..	21	..	22	..
45.	121	..	121	..	121	..	121	..	101	..	21	..
46.	72	3	72	4	75	..	71	8	75	..	10	5
47.	..	54	..	54	..	54	..	..	..	..	..	..
49.	15	..	16	..	18	..	49	..	..	..	..	..
52.	125	125	184	66	180	70	151	99	250	..	20	50
53.	26	..	26	..	22	..	10	3	10	..	6	1
55.	121	..	121	..	123	..	..	85	16	3	20	..
56.	90	..	90	..	90	..	85	5	45	..	90	..
58.	280	..	4280	..	230	..	260	..	260	..	240	..
59.	80	..	80	..	80	..	80	..	80	..	80	..
60.	..	16	..	16	..	16	..	16	..	..	..	..
61.	52	..	..	52	..	..	52	..	52	..	15	..
62.	37	..	37	..	37	..	18	15	27	6	17	..
64.	32	..	1	57	32	3	55	..	47	7	69	..
65.	144	..	140	..	138	..	147	..	142	..	12	..
66.	..	43	6	7	21	..	2	47	20	..	120	..
67.	132	..	132	..	132	..	129	..	130	..	122	..
68.	..	9	1	9	9	7	..	16	..	..	2	7
70.	52	..	52	..	52	..	52	..	52	..	52	..
71.	15	10	18	6	17	6	..	..	7	4	..	..
72.	119	..	114	1	113	..	111	42	143	..	38	..
73.	171	..	161	..	171	..	151	..	171	..	151	..
74.	31	..	30	..	29	..	28	1	31	..	26	..
75.	751	..	751	..	751	..	751	1	731	2	751	..
77.	16	..	16	..	16	..	..	16	16	..	16	..
78.	72	..	72	..	72	..	72	..	72	..	72	..
79.	39	..	34	..	38	..	..	58	8	18	36	..

Local Union No.	Question No. 17		Question No. 18		Question No. 19		Question No. 20		Question No. 21		Question No. 22		Question No. 23		QUESTION No. 24										
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	No. 1		No. 2		No. 3		No. 4		No. 5		
															For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
40..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	162	..	..	..	..	..	..	..	..
41..	162	8	160	..	162	..	162	..	162	..	162	..	162	..	162	..	162	..	..	..	..	..	..	..	..
42..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
43..	21	..	21	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	..	..	..	..	..	..	..
44..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	..	..	..	..	..	..	..
45..	21	..	21	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	..	..	..	..	..	..	..
46..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	..	..	..	..	..	..	..
47..	36	..	32	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..	..	..	..	..	..	..	..
48..	36	..	39	..	33	..	33	..	33	..	33	..	33	..	33	..	33	..	..	..	..	..	..	..	..
49..	7	1	5	..	10	..	10	..	9	..	9	..	9	..	9	..	..	..	..	..	..	..	..	..	..
52..	210	40	214	36	222	28	222	28	181	69	126	124	180	70	99	100	150	211	39	..	..	..	..	..	..
53..	14	..	16	..	14	..	14	..	12	..	14	..	15	..	..	15	..	13	1	..	..	..	..	..	..
55..	21	..	22	..	24	..	24	..	24	..	24	..	24	..	24	..	24	..	..	..	..	..	..	..	..
56..	90	..	90	..	..	..	..	..	..	..	..	..	..	..	..	90	..	90	..	..	..	..	..	..	..
58..	240	..	239	..	217	..	217	..	217	..	217	..	235	..	..	271	..	291	..	..	..	..	..	..	..
59..	80	..	80	..	80	..	80	..	80	..	80	..	80	..	80	..	80	..	80	..	..	..	..	..	..
60..	7	6	10	..	10	..	10	..	10	..	10	..	14	..	..	8	..	10	2	..	..	..	..	..	..
61..	43	..	42	..	41	..	41	..	41	..	41	..	41	..	41	..	35	..	35	..	..	..	..	..	..
62..	72	..	71	..	56	..	56	..	45	..	35	..	41	..	..	35	..	35	9	..	..	..	..	..	..
64..	10	..	3	..	22	..	22	..	31	..	48	..	42	..	2	36	..	28	3	..	..	..	..	..	..
65..	130	..	138	..	137	..	137	..	130	..	138	..	134	..	..	126	..	125	..	..	..	..	..	..	..
66..	28	..	27	..	28	..	28	..	33	..	37	..	37	..	..	30	..	30	..	..	..	..	..	..	..
67..	118	..	126	..	116	..	116	..	120	..	119	..	120	..	..	116	..	14	..	..	..	..	..	..	..
68..	9	4	3	..	6	..	6	..	9	..	5	..	4	..	7	3	..	14	..	..	..	..	..	..	..
70..	52	..	52	..	52	..	52	..	52	..	10	..	52	..	32	52	..	52	..	..	..	..	..	..	..
71..	31	..	2	..	29	..	30	..	4	..	17	..	34	..	..	..	..	32	..	..	..	..	..	..	..
72..	38	..	37	..	37	..	37	..	36	..	37	..	37	..	..	37	..	35	..	..	..	..	..	..	..
73..	131	..	115	..	117	..	117	..	115	..	115	..	117	..	..	114	..	115	..	..	..	..	..	..	..
74..	26	..	23	..	21	..	21	..	115	..	..	..	21	..	..	21	..	21	..	..	..	..	..	..	..
75..	751	..	751	..	751	..	751	..	751	..	751	..	751	..	751	..	751	..	751	..	..	..	..	..	..
77..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	..	16	..	13	3	..	..	..	..	..	..
78..	72	..	72	..	72	..	72	..	70	..	70	..	70	..	..	70	..	70	..	..	..	..	..	..	..
79..	14	..	32	..	53	..	53	..	24	..	3	..	34	..	..	27	..	40	..	..	..	..	..	..	..

QUESTION No. 24 Continued				QUESTION No. 25				QUESTION No. 26				Question No. 27		Question No. 28		QUESTION No. 29			
No. 6		No. 7		No. 1		No. 2		No. 3		No. 1		No. 2		No. 3		No. 1		No. 2	
For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
40..	162	162	..	14	..	..	..	14	..	14	..	14	..	14	..	14	..	14	..
41..	15	19	..	38	..	..	..	62	..	62	..	62	..	62	..	62	..	62	..
42..	15	21	..	16	..	..	..	41	..	41	..	41	..	41	..	41	..	41	..
43..	21	21	..	16	..	..	..	16	..	16	..	16	..	16	..	16	..	16	..
45..	15	15	..	15	..	..	..	15	..	15	..	15	..	15	..	15	..	15	..
46..	15	33	..	28	..	..	..	28	..	28	..	28	..	28	..	28	..	28	..
47..	33	9	..	24	..	..	..	24	..	24	..	24	..	24	..	24	..	24	..
49..	198	52	..	2	..	..	..	5	..	5	..	5	..	5	..	5	..	5	..
52..	198	52	..	240	..	..	..	250	..	250	..	250	..	250	..	250	..	250	..
53..	8	1	..	10	..	..	..	10	..	10	..	10	..	10	..	10	..	10	..
55..	24	22	..	26	..	..	..	26	..	26	..	26	..	26	..	26	..	26	..
56..	90	90	..	90	..	..	..	90	..	90	..	90	..	90	..	90	..	90	..
58..	285	292	..	288	..	..	..	289	..	284	..	284	..	291	..	281	..	292	..
59..	80	80	..	80	..	..	..	80	..	80	..	80	..	80	..	80	..	80	..
60..	10	2	..	17	..	..	..	17	..	15	..	15	..	10	..	16	..	16	..
61..	35	12	..	35	..	..	..	35	..	35	..	35	..	35	..	33	..	33	..
62..	52	37	..	47	..	..	..	42	..	44	..	44	..	39	..	12	..	14	..
64..	28	39	..	38	..	..	..	32	..	39	..	39	..	38	..	3	..	3	..
65..	124	123	..	118	..	..	..	114	..	118	..	118	..	116	..	45	..	40	..
66..	30	30	..	27	..	..	..	27	..	26	..	26	..	117	..	117	..	117	..
67..	18	2	..	17	..	..	..	15	..	15	..	15	..	27	..	22	..	22	..
68..	52	..	..	8	..	..	..	11	..	8	..	8	..	27	..	14	..	12	..
70..	52	..	..	52	..	..	..	52	..	8	..	8	..	3	..	12	..	2	..
71..	6	7	..	34	..	..	..	17	..	52	..	52	..	52	..	52	..	52	..
72..	31	30	..	31	..	..	..	38	..	28	..	28	..	30	..	34	..	34	..
73..	112	117	..	126	..	..	..	27	..	27	..	27	..	26	..	26	..	26	..
74..	21	21	..	20	..	..	..	119	..	5	..	5	..	124	..	131	..	128	..
75..	751	751	..	751	..	..	..	19	..	19	..	19	..	19	..	19	..	19	..
77..	16	16	..	16	..	..	..	751	..	741	..	741	..	751	..	751	..	751	..
78..	70	70	..	70	..	..	..	11	..	16	..	16	..	16	..	16	..	16	..
79..	24	44	..	28	..	..	..	42	..	20	..	20	..	20	..	10	..	14	..

Local Union No.	Question No. 29 Con- tinued		Question No. 30		Question No. 31		Question No. 32		Question No. 33		Question No. 34		Question No. 35		Question No. 36		Question No. 37		Question No. 38		Question No. 39		Question No. 40		Question No. 41	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
40.	14	128	14	119	14	49	101	149	14	52	198	181	69	14	124	126	112	138	62	182	68	14	62	14	62	14
41.	62	17	62	14	62	15	14	1	62	3	5	10	1	62	8	24	5	3	11	62	6	17	62	62	62	62
42.	23	53	26	1	1	1	1	1	3	60	8	60	15	47	15	15	43	13	7	21	45	37	37	50	50	50
43.	16	16	15	1	16	15	15	1	5	8	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15
44.	15	15	15	1	15	15	15	1	36	15	15	15	15	30	30	30	4	30	32	32	34	30	30	32	32	32
45.	30	30	34	1	34	34	34	1	7	7	7	5	5	7	7	7	2	8	5	5	8	8	5	7	7	7
46.	15	15	15	1	15	15	15	1	52	198	181	69	14	124	126	112	138	62	182	68	14	62	14	62	14	62
47.	30	30	34	1	34	34	34	1	52	198	181	69	14	124	126	112	138	62	182	68	14	62	14	62	14	62
48.	128	122	131	119	201	49	101	149	14	52	198	181	69	14	124	126	112	138	62	182	68	14	62	14	62	14
49.	17	17	15	1	15	15	14	1	5	5	5	10	1	62	8	24	5	3	11	62	6	17	62	62	62	62
50.	26	26	26	1	26	26	14	1	25	25	24	1	12	8	24	5	13	9	9	3	24	11	24	24	24	24
51.	90	90	90	1	90	90	90	1	90	90	90	90	90	90	90	90	90	90	90	90	90	90	90	90	90	90
52.	288	288	271	1	271	271	294	1	18	215	3	292	297	291	291	291	282	80	80	297	297	287	287	276	276	276
53.	80	80	80	16	80	80	80	16	80	16	80	80	80	80	80	80	80	16	16	80	80	80	80	80	80	80
54.	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16
55.	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	25	33	33	33	33	33	33	33	33	33
56.	1	1	24	4	24	24	39	1	42	42	35	24	47	34	34	24	24	33	33	37	37	11	27	30	30	30
57.	37	37	34	4	34	34	40	1	41	41	38	1	5	34	34	36	36	33	33	33	33	30	30	34	34	34
58.	117	117	116	1	116	116	114	1	116	116	118	26	115	118	118	118	118	118	118	118	118	118	118	118	118	118
59.	22	22	22	1	22	22	25	1	4	24	115	26	16	33	33	22	22	1	23	3	25	22	22	20	20	20
60.	30	30	28	7	28	28	29	1	29	29	28	3	6	21	21	23	23	11	15	61	61	51	51	30	30	30
61.	52	52	52	6	52	52	52	11	12	12	3	3	52	7	7	7	7	11	2	9	11	11	11	11	11	11
62.	52	52	52	7	52	52	52	11	12	12	3	3	52	7	7	7	7	11	2	9	11	11	11	11	11	11
63.	2	2	25	33	25	25	33	33	52	52	33	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52
64.	25	25	25	33	25	25	33	33	52	52	33	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52
65.	134	134	124	1	124	124	125	1	23	23	26	1	130	151	151	111	17	28	28	126	129	124	124	130	130	130
66.	751	751	751	1	751	751	751	1	751	751	751	751	741	751	751	751	751	751	751	751	751	751	751	751	751	751
67.	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16
68.	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70
69.	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24
70.	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14
71.	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2
72.	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25
73.	134	134	124	1	124	124	125	1	23	23	26	1	130	151	151	111	17	28	28	126	129	124	124	130	130	130
74.	751	751	751	1	751	751	751	1	751	751	751	751	741	751	751	751	751	751	751	751	751	751	751	751	751	751
75.	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16
76.	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70
77.	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16
78.	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70
79.	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14

Local Union No.	Question No. 42		Question No. 43		Question No. 44		Question No. 45		Question No. 46		Question No. 47		Question No. 48		Question No. 49		Question No. 50		Question No. 51		Question No. 52	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
40	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..
41	62	..	62	..	62	..	62	..	62	..	62	..	62	..	62	..	62	..	62	..	62	..
42	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
43	48	..	8	34	32	..	28	..	40	..	40	..	28	..	31	..	23	..	24	..	27	..
45	15	..	14	14	14	..	16	..	15	..	15	..	15	..	15	..	15	..	15	..	..	..
46	10	..	1	1	1	..	1	..	1	..	1	..	1	..	1	..	1	..	1	..	15	..
47	30	..	30	..	30	..	32	..	16	..	32	..	16	..	30	..	30	..	13	..	30	..
49	6	..	6	..	6	..	6	..	6	..	6	..	6	..	6	..	6	..	6	..	6	..
52	211	39	250	1	250	1	186	..	64	..	221	29	111	139	198	52	121	129	32	218	201	49
53	14	..	14	..	14	..	4	..	12	..	13	1	10	2	9	..	8	11	11	13	13	..
55	24	..	3	15	24	..	24	..	24	..	25	..	25	..	25	..	25	..	25	..	2	14
56	90	..	90	..	90	..	90	..	90	..	90	..	90	..	90	..	90	..	90	..	90	..
58	282	..	299	..	292	..	297	..	284	..	284	..	281	..	281	..	277	..	282	..	271	..
59	80	..	80	..	80	..	80	..	80	..	80	..	80	..	80	..	80	..	80	..	80	..
60	12	1	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
61	32	..	33	..	33	..	33	..	33	..	33	..	33	..	33	..	33	..	33	..	33	..
62	39	..	9	..	5	..	11	..	11	..	11	..	8	..	1	..	11	..	5	..	11	..
64	35	..	28	..	27	..	16	..	37	..	37	..	29	..	26	..	24	..	23	..	11	..
65	117	..	118	..	114	..	116	..	116	..	116	..	116	..	116	..	115	..	116	..	116	..
66	18	..	16	..	15	..	10	..	20	..	20	..	23	..	16	..	10	..	16	..	5	..
67	34	..	5	..	2	..	30	..	28	..	28	..	25	..	19	..	19	..	19	..	26	..
68	4	9	19	..	26	..	2	5	9	..	5	2	2	6	1	7	3	7	9	1	11	..
70	52	..	50	..	52	..	52	..	52	..	52	..	52	..	52	..	52	..	52	..	52	..
71	4	17	34	..	33	..	..	..	11	..	11	5	13	6	2	14	8	6	10	2	16	..
72	35	..	34	..	38	..	39	..	39	..	39	..	37	..	36	..	85	..	1	32	34	..
73	123	..	123	..	117	..	122	..	123	..	123	..	122	..	122	..	122	..	120	1	119	..
74	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..
75	751	..	751	..	751	..	271	..	271	..	271	..	271	..	271	..	271	..	271	..	271	..
77	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..
78	70	..	70	..	70	..	70	..	70	..	70	..	70	..	70	..	70	..	70	..	70	..
79	13	1	9	..	14	..	10	..	4	..	4	6	15	..	9	1	14	..	11	..	10	..

Local Union No.	Question No. 53		Question No. 54		Question No. 55		Question No. 56		Question No. 57		Question No. 58		Question No. 59		Question No. 60		Question No. 61		Question No. 62		
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	
40	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	
41	62	..	62	..	62	..	62	..	62	..	62	..	62	..	62	..	62	..	62	..	
42	..	16	..	16	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
43	9	..	22	1	30	..	32	..	37	..	35	..	33	..	38	..	37	..	34	..	
44	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	
45	16	..	10	6	12	4	16	..	16	..	16	..	16	..	13	3	16	..	16	..	
46	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	
47	6	..	5	..	5	..	6	..	7	..	6	..	5	..	2	..	6	..	4	..	
48	96	154	201	49	250	..	228	22	250	..	250	..	212	38	185	65	121	129	250	..	
49	15	..	15	..	12	..	12	..	19	..	18	..	8	..	13	..	14	..	9	..	
50	25	..	25	..	25	..	25	..	25	..	14	3	24	..	24	..	24	..	24	..	
51	90	..	90	..	90	..	90	..	90	..	90	..	90	..	90	..	90	..	90	..	
52	..	293	299	..	285	..	272	2	294	..	277	..	292	..	292	..	286	..	282	..	
53	80	..	80	..	80	..	80	..	80	..	80	..	80	..	80	..	80	..	80	..	
54	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	
55	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	..	..	31	..
56	3	..	46	..	23	..	16	..	34	2	29	..	21	..	19	..	25	..	1	41	
57	24	..	24	2	6	1	24	..	17	5	24	..	18	..	17	4	19	..	18	..	
58	116	..	116	..	116	..	116	..	115	..	116	..	116	..	116	..	116	..	115	..	
59	16	..	17	..	19	..	12	..	6	4	16	..	12	1	22	..	22	..	22	..	
60	25	..	23	..	14	..	9	..	9	12	7	..	13	..	13	..	3	4	17	..	
61	52	..	34	..	52	8	52	5	11	11	2	11	6	2	1	8	4	6	8	..	
62	..	32	1	32	..	..	6	..	2	32	52	..	52	..	52	..	52	..	52	..
63	..	20	..	29	..	29	..	29	..	31	..	31	..	30	..	12	..	33	..	22	..
64	112	8	121	1	120	..	117	..	124	..	125	..	121	1	125	..	15	..	15	9	
65	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	130	..	19	..	
66	271	..	271	..	271	..	271	..	271	..	271	..	271	..	271	..	271	..	271	..	
67	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	
68	70	..	70	..	70	..	70	..	70	..	70	..	70	..	70	..	70	..	70	..	
69	18	..	18	..	18	..	16	..	20	..	20	..	1	..	15	..	14	..	14	..	

Local Union No.	QUESTION No. 63				Question No. 64				QUESTION No. 66				Question No. 67				Question No. 68				Question No. 69				Question No. 70			
	No. 1		No. 2		No. 1		No. 2		No. 1		No. 2		No. 1		No. 2		No. 1		No. 2		No. 1		No. 2		No. 1		No. 2	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
40	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..
41	62	..	62	..	62	..	62	..	62	..	62	..	62	..	62	..	62	..	62	..	62	..	62	..	62	..	62	..
42	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
43	36	..	37	..	35	..	31	..	32	..	32	..	32	..	32	..	30	..	33	..	33	..	33	..	31	..	31	..
44	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
45	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..
46	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	24	..	24	..	24	..	24	..	24	..	24	..
47	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
48	4	..	..	..	5	..	6	..	6	..	6	..	6	..	6	..	..	..	..	..	..	..	..	..	..	..	..	..
49	250	..	201	49	117	133	114	136	190	60	190	60	190	60	221	29	200	50	218	32	186	64	3	4	200	4	200	..
50	12	..	12	..	9	..	16	..	17	..	17	..	17	..	17	..	13	..	13	..	12	..	12	..	14	..	14	..
51	24	..	11	4	24	..	24	..	24	..	24	..	24	..	24	..	24	..	24	..	24	..	24	..	24	..	24	..
52	90	..	90	..	90	..	90	..	90	..	90	..	90	..	90	..	90	..	90	..	90	..	90	..	90	..	90	..
53	282	..	281	2	277	..	296	..	276	..	276	..	276	..	276	..	299	..	285	..	284	..	284	..	288	..	288	..
54	80	..	80	..	80	..	80	..	80	..	80	..	80	..	80	..	80	..	80	..	80	..	80	..	80	..	80	..
55	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
56	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..
57	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..
58	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..
59	115	..	115	..	114	..	115	..	114	..	114	..	114	..	114	..	115	..	113	..	113	..	113	..	114	..	114	..
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62	7	..	7	..	1	..	6	5	5	..	5	..	5	..	5	..	10	..	10	..	11	..	11	..	11	..	11	..
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69	271	..	271	..	271	..	271	..	271	..	271	..	271	..	271	..	271	..	271	..	271	..	271	..	271	..	271	..
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73	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..
74
75
76
77
78
79

QUESTION No. 6

QUESTION No. 5																								
Local Union No.	Question No. 1		Question No. 2		Question No. 3		Question No. 4		Question No. 5		Section No. 1		Section No. 2		Section No. 3		Section No. 4		Section No. 5		Section No. 6		Section No. 7	
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82..	24	3	..	117	117
83..	21	117	117
84..	18	22	..	21
85..	12	11	11	..	11
87..	162	11	..	124	115	..	120	..	126	..	126	..	126	..	126	..	126	..	126	..
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93..	140	143	7	20	1	..	19	..	141	..	19	..	150	..	141	..	149	29	1	1	1	1
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96..	52	8	..	69	65	..	82	..	4	54	53	..	42	2	45	..	40	2	44	44	40	5	5	5
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105..	182	2	182	2	27	..	27	2	122	..	125	..	122	94	94	94	94	94
106..	129	127	1	126	..	131	94	122	27	..	94	..	94	..	94	..	94	94	94	94	94	94
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121..	11	11	..	10	10	10	10	10	10	11	10	12	10	14	10	14	5	16	11	11	13	11	10	13
122..	62	50	12	27	14	25	29	10	30	19	30	19	30	19	30	19	10	39	39	39	39	39
123..	19	19	..	19	19	19	..	19	19	..	19	..	19	..	19	..	19	19	19	19	19	19
124..	15	15	..	15	9	5	14	..	16	19	19	19	19	19
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[illegible]

QUESTION No. 24																									
Local Union No.	Question No. 17		Question No. 18		Question No. 19		Question No. 20		Question No. 21		Question No. 22		Question No. 23		No. 1		No. 2		No. 3		No. 4		No. 5		
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80.	80	..	80	..	80	..	80	..	80	..	80	..	80 2	..	80	.. 2	80	.. 2	.. 15	80	.. 15	80	.. 2
82.	16	..	17	..	17	..	16	..	17	..	17	..	18	..	15	..	15	.. 1	15	..	113	.. 15	15	.. 15	
83.	114	..	113	..	114	..	114	..	113	..	110	..	113	..	113	..	111	.. 1	112	..	113	.. 19	113	.. 113	
84.	22	..	24	..	21	..	22	..	20	..	5	6	20	..	19	..	14	..	21 19	.. 16	16	.. 16	
85.	11	..	11	..	11	..	11	..	11	..	11	..	10	..	11	..	11 11 11	.. 11	11	.. 11	
87.	116	..	116	..	12	..	22	..	22	..	24	..	23	..	21	..	21	.. 1	21	.. 2	21	.. 3	21	.. 1	
88.	47	..	66	10	66	..	44	..	42	..	48	..	57	..	44	..	20	.. 28	35	.. 9	25	.. 50	25	.. 57	
89.	27	..	26	..	15	10	21	..	26	..	25	..	27	..	26	..	25	.. 2	23	..	25	..	25	.. 5	
90.	120	..	131	..	118	..	116	..	120	..	118	..	121	..	118	..	122	..	123	..	2	..	117	.. 5	
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92.	150	..	150	..	150	..	150	..	150	..	150	..	150	..	150	..	150	..	150	..	145	..	150	..	
93.	12	..	13	..	14	..	12	..	14	..	12	..	14	..	11	..	14	..	14	..	5	..	10	..	
95.	121	..	160	..	58	..	50	8	56	..	57	..	54	..	54	..	52	..	45	.. 7	46	..	48	.. 2	
96.	13	1	23	..	19	..	16	..	24	..	23	..	24	..	23	..	22	..	15	.. 3	4	..	16	..	
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109.	190	..	190	..	190	..	189	..	190	160	187	..	187	..	3	186	181	194	..	
110.	2	.. 190	
117.	7	30	70	..	70	..	70	..	70	..	20	..	70	..	70	..	70	..	70	70	..	
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119.	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	35	..	
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122.	81	..	81	..	39	10	39	10	39	10	39	10	39	10	39	10	30	..	29	..	1	..	27	..	
123.	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	
124.	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	16	..	15	..	19	..	19	..	
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QUESTION No. 24 Continued				QUESTION No. 25				QUESTION No. 26				QUESTION No. 27				QUESTION No. 28				QUESTION No. 29			
No. 6		No. 7		No. 1		No. 2		No. 3		No. 1		No. 2		No. 3		No. 1		No. 2		No. 3		No. 4	
Local Union No.	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For
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81..	15	..	15	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19
82..	113	..	113	..	110	..	110	..	110	..	110	..	110	..	110	..	110	..	110	..	110	..	118
83..	13	..	13	..	14	..	14	..	16	..	17	..	17	..	17	..	14	..	16	..	16	..	14
84..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11
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89..	90	..	90	..	58	..	58	..	48	..	58	..	58	..	58	..	150	..	150	..	150	..	150
90..	150	..	150	..	150	..	150	..	3	..	10	..	10	..	10	..	10	..	10	..	10	..	12
91..	47	..	47	..	46	..	46	..	27	..	26	..	26	..	26	..	44	..	48	..	28	..	40
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107..	189	..	189	..	192	..	192	190	..	190	..	190	..	191	..	191	..	191	..	191
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122..	27	..	27	..	27	..	27	..	18	..	23	..	23	..	23	..	24	..	24	..	24	..	24
123..	19	..	19	15
124..	94	..	94	..	94	..	94	..	94	..	94	..	94	..	94	..	94	..	94	..	94	..	94
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Local Union No.	Question No. 29 Continued		Question No. 30		Question No. 31		Question No. 32		Question No. 33		Question No. 34		Question No. 35		Question No. 36		Question No. 37		Question No. 38		Question No. 39		Question No. 40		Question No. 41	
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82.	19	..	18	..	17	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..
83.	118	..	118	..	117	71	..	51	..	71	..	71	..	71	..	71	..	71	..	71	..	71	..
84.	15	..	14	1	13	1	15	..	8	5	12	..	12	..	12	..	12	..	12	..	12	..	12	..
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91.	60	..	58	..	58	2	58	2	60	..	48	2	62	1	63	..	63	..	52	..	63	..	52	..
93.	150	..	150	..	150	150	..	150	..	150	..	150	..	150	..	150	..	150	..	150	..	150	..
94.	13	1	12	..	12	8	12	..	12	..	10	..	12	..	13	..	13	..	13	..	13	..	13	..
95.	40	4	37	5	43	42	..	41	..	40	2	42	..	41	..	41	..	41	..	41	..	41	..
96.	23	..	26	..	23	27	..	24	..	32	..	29	..	29	..	29	..	29	..	29	..	29	..
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104.	53	..	53	..	51	53	..	52	..	52	..	52	..	52	..	52	..	52	..	52	..	52	..
105.	64	..	64	..	64	62	..	11	16	52	..	51	1	52	..	52	..	52	..	52	..	52	..
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117.	180	..	170	..	190	140	..	415	412
118.	26	..	26	..	26	19	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..
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122.	24	..	24	..	24	24	24	..	24	..	24	..	23	..	23	..	23	..	23	..	23	..	23	..
123.	19	..	19	19	..	18	1	19	..	19	..	19	..	19	..	19	..	19	..	19	..
124.
125.	16	..	16	..	16	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..

Local Union No.	Question No. 42		Question No. 43		Question No. 41		Question No. 45		Question No. 46		Question No. 47		Question No. 48		Question No. 49		Question No. 50		Question No. 51		Question No. 52		
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	
80	..	..	98	..	88	10	40	..	90	4	92	2	..	..	50	20	..	..	..	..	..	..
82	17	..	20	..	21	..	18	..	18	..	21	..	..	..	19	..	..	..	..	..	18	..
83	71	..	71	..	71	..	71	..	71	..	71	..	..	..	71	..	..	..	..	..	71	..
84	15	..	15	..	16	..	11	..	14	..	9	..	1	..	10	..	1	..	2	..	11	..	
85	11	..	4	7	..	11	..	..	10	1	10	1	..	..	11	..	..	..	9	..	11	..
87	35	..	39	..	24	1	27	..	31	..	34	..	..	..	33	..	..	..	29	..	31	..
88	37	..	33	..	33	..	33	..	32	..	36	..	..	..	34	..	..	..	32	..	31	..
89	16	..	15	..	16	..	15	..	8	8	15	..	..	..	12	..	..	..	15	..	13	34
90	123	..	118	..	117	..	114	..	115	..	111	116	..	..	11	115	110	..	111	..	13	..
91	52	..	52	..	60	..	53	..	58	..	58	..	..	..	56	..	..	..	60	..	119	..
93	156	..	156	..	156	..	156	..	150	..	150	..	..	..	150	..	..	..	150	..	150	..
94	13	..	12	1	11	..	11	..	12	..	11	1	..	..	10	2	..	..	14	..	14	..
95	36	..	40	..	32	8	40	..	41	..	41	..	..	..	38	..	2	..	38	..	36	..
96	30	..	27	..	27	..	29	..	29	..	27	..	..	..	27	2	..	..	27	..	27	..
98	13	..	14	..	17	..	12	..	8	2	12	..	..	..	12	..	..	..	12	..	7	4
99	35	..	35	..	..	35	35	..	35	..	35	..	..	..	35	..	..	..	35	..	35	..
100	23	..	18	4	16	5	15	7	22	..	20	..	..	..	21	..	..	..	20	..	19	..
104	53	..	52	..	50	3	53	..	52	..	52	..	..	..	51	..	..	..	53	..	53	..
105	52	..	52	..	50	..	50	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
106	121	..	120	..	12	17	124	..	119	..	122	1	118	117	119	..	118	..
108	94	..	94	..	94	..	94	..	94	..	94	..	..	..	94	168	168	..	94	..	94	162
109	186	..	178	..	178	..	178	..	174	..	174	..	..	..	7	168	168	..	168	..	..	..
110	6	..	4	..	5	..	7	..	6	..	8	..	..	..	..	1	..	..	..	..	6	..
117	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
118	20	..	20	..	20	..	20	..	1	19	20	..	..	..	20	..	..	..	20	..	20	..
119	27	..	27	..	27	..	27	..	..	27	27	..	..	..	27	..	..	..	27	..	27	..
121	10	..	1	5	..	11	6	1	..	6	7	1	..	..	9	1	1	..	1	..	5	1
122	23	..	23	..	23	..	23	..	22	..	22	..	..	..	22	..	..	..	22	..	22	..
123	19	..	19	..	19	..	19	..	19	..	19	..	..	..	19	..	..	..	19	..	19	..
124	15	..	15	..	16	..	16	..	16	..	16	..	..	..	16	..	..	..	16	..	16	..
125	16	..	16	..	16	..	16	..	16	..	16	..	..	..	16	..	..	..	16	..	16	..

Local Union No.	Question No. 53		Question No. 54		Question No. 55		Question No. 56		Question No. 57		Question No. 58		Question No. 59		Question No. 60		Question No. 61		Question No. 62	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
80	18	..	18	..	18	..	18	..	18	..	20	..	21	..	20	..	94	..	19	..
82	71	..	71	..	71	..	71	..	61	1	71	..	71	..	71	..	19	..	71	..
83	10	..	15	..	13	..	13	..	16	2	16	..	17	..	9	3	3	..	13	..
84	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..
85	28	..	2	28	19	..	19	..	25	..	11	7	24	..	18	..	22	..	24	..
87	..	..	34	..	27	..	27	..	21	..	11	..	16	..	20	2	22	1	31	..
88	..	..	28	..	2	..	2	..	15	..	14	..	16	..	13	..	12	..	14	..
89	8	8	15	..	11	..	11	..	11	3	11	3	118	..	114	..	116	..	114	..
90	117	116	1	..	112	..	112	..	111	..	111	..	48	5	49	7	58	..	17	8
91	9	40	60	..	60	..	37	..	60	..	60	..	150	..	150	..	150	..	150	..
93	150	..	150	..	150	..	150	..	150	..	150	..	150	..	150	..	150	..	150	..
94	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..
95	36	..	36	..	36	..	36	..	30	6	35	..	36	..	20	16	36	..	35	..
96	27	..	29	..	29	..	29	..	27	..	27	..	27	..	27	..	26	..	30	..
98	9	..	11	..	13	..	10	..	12	2	27	1	12	..	9	2	12	1	10	2
99	..	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..
100	21	..	21	..	19	..	20	..	21	..	18	1	20	..	20	..	18	2	17	..
104	53	..	51	..	51	..	53	..	53	..	52	..	53	..	52	..	53	..	52	..
105	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
106	121	122	122	..	124	..	124	..	124	..	118	4	124	..	124	..	124	..	122	..
108	94	..	94	..	94	..	94	..	94	..	94	..	94	..	94	..	94	..	94	..
109	162	162	162	..	162	..	161	..	161	..	161	..	170	..	170	..	170	..	172	..
110	3	..	6	..	5	..	5	..	6	..	6	..	6	..	4	..	9	..	9	..
117	..	..	..	..	..	..	..	..	90	..	85	..	20	..	20	..	70	..	65	..
118	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..
119	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..
121	8	..	10	1	9	..	9	..	11	1	1	13	8	1	3	3	10	4	6	1
122	4	..	10	12	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..
123	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..
124	..	..	..	..	..	..	..	..	15	..	16	..	16	..	16	..	15	..	15	..
125	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..

Local Union No.	QUESTION No. 63				Question No. 64	QUESTION No. 66				Question No. 67		Question No. 68		Question No. 69		Question No. 70	
	No. 1		No. 2			For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
	For	Against	For	Against													
80	..	..	94	..	..	..	..	..	..	..	..	..	..	..	..	80	3
82	..	..	21	71	17	61	71	..	..	21	71	..	..	..	..	21	..
83	..	..	14	1	11	14	11	..	..	13	9	..	..	..	..	71	..
84	..	..	11	4	11	11	11	..	..	11	11	..	..	..	..	14	..
85	..	..	10	12	11	10	11	..	..	11	..	..	..	..	..	11	..
87	..	..	10	9	11	28	16	..	..	16	16	..	..	..	..	16	..
88	..	..	31	14	..	21	12	..	..	24	24	..	..	..	..	17	..
89	15	..	16	15	15	16	15	..	..	15	15	..	..	..	..	16	..
90	110	..	115	1	112	116	114	..	..	114	115	..	..	..	..	111	..
91	60	..	30	18	60	150	60	..	..	60	60	..	..	..	..	60	..
92	150	..	150	..	150	150	150	..	..	150	150	..	..	..	..	150	..
93	13	1	13	1	13	7	10	1	..	12	14	..	..	..	..	14	..
95	30	5	35	..	33	33	33	..	..	32	33	..	..	..	..	31	..
96	27	..	29	..	29	29	29	..	..	29	29	..	..	..	..	29	..
98	12	1	10	2	12	12	15	..	..	11	12	..	..	..	..	12	..
99	35	..	35	..	35	35	35	..	..	35	35	..	..	..	..	35	..
100	13	5	19	1	7	2	20	..	..	20	20	..	..	..	..	20	..
104	51	..	53	..	52	52	51	..	..	51	51	..	..	..	..	53	..
105	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
106	101	..	121	..	115	115	115	..	..	115	115	..	7	..	..	122	..
108	94	..	94	..	94	94	94	..	..	94	94	..	..	..	..	94	..
109	172	..	169	..	163	158	158	..	..	158	158	..	..	..	..	163	..
110	8	..	5	..	4	8	7	..	..	7	6	..	..	..	..	4	..
117	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
118	20	..	20	..	20	20	20	..	..	20	20	..	..	..	..	20	..
119	27	..	27	..	27	27	27	..	..	27	27	..	..	..	..	27	..
121	6	1	6	1	1	6	6	..	..	5	5	..	1	..	..	10	..
122	22	..	21	1	22	22	22	..	..	22	22	..	..	..	..	22	..
123	19	..	19	..	19	19	19	..	..	19	19	..	..	..	..	19	..
124	..	..	16	15	16	16	16	..	..	16	16	..	..	..	..	16	..
125	16	..	16	..	16	16	16	..	..	16	16	..	..	..	..	16	..

QUESTION No. 8																						Question No. 9	
Article I										Article II													
Question No. 7		Section No. 1		Section No. 2		Section No. 3		Section No. 4		Section No. 5		Section No. 6		Section No. 1		Section No. 2		Section No. 3		Section No. 4			
For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against		
88	..	88	..	88	..	89	..	90	..	90	..	93	..	94	..	94	..	94	..	95	..		
.. 9	.. 9	.. 9	.. 9	.. 9	.. 9	.. 9	.. 9	.. 9	.. 9	.. 9	.. 9	.. 9	.. 9	.. 9	.. 9	.. 9	.. 9	.. 9	.. 9	.. 9	.. 9		
9	66	45	1	50	1	50	1	67	2	67	2	67	2	65	..	65	..	65	..	65	..		
47	..	47	..	48	..	48	..	48	..	48	..	48	..	48	..	48	..	48	..	48	..		
19	..	19	..	19	..	19	..	19	..	19	..	19	..	18	..	18	..	18	..	18	..		
202	..	202	..	202	..	202	..	202	..	202	..	202	..	202	..	202	..	202	..	202	..		
34	..	34	..	34	..	34	..	35	..	39	..	31	..	30	..	37	..	37	..	37	..		
12	2	20	..	1	..	1	..	1	..	1	..	13	..	1	..	1	..	1	..	1	..		
76	..	70	..	72	..	72	..	74	..	76	..	72	..	24	..	22	..	76	..	24	..		
237	..	230	..	237	..	237	..	237	..	237	..	237	..	237	..	237	..	237	..	237	..		
30	..	30	..	30	..	30	..	30	..	30	..	30	..	41	..	41	..	41	..	41	..		
28	..	78	..	78	..	78	..	78	..	78	..	78	..	78	..	78	..	78	..	78	..		
38	..	38	..	38	..	38	..	4	..	4	..	8	..	14	..	14	..	14	..	14	..		
85	..	79	..	26	..	26	..	26	..	26	..	26	..	83	..	83	..	73	..	73	..		
15	10	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..		
145..	9	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..		
29	..	29	..	29	..	29	..	29	..	29	..	29	..	..	..	29	..	29	..	29	..
56	..	52	..	52	..	52	..	52	..	52	..	52	..	50	..	52	..	50	..	58	..		
148..	12	12	..	11	..	11	..	11	..	12	..	12	..	12	..	12	..	12	..	12	..		
150..	13	..	..	14	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	..
22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..		
154..	15	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..		
155..	60	66	..	64	..	64	..	66	..	66	..	66	..	66	..	66	..	66	..	66	..		
21	..	21	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
159..	86	72	..	70	..	70	..	78	..	40	..	72	..	72	..	71	..	72	..	66	..		
160..	..	33	..	33	..	33	..	33	..	33	..	33	..	31	..	33	..	33	..	..	..
161..	..	31	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	75	..
33	51	81	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	31	..
162..	10	6	..	10	..	10	..	10	..	15	..	14	..	16	..	10	..	16	..	16	..		
163..	30	28	..	28	..	28	..	28	..	28	..	28	..	26	..	26	..	26	..	26	..		
165..	30	28	..	28	..	28	..	28	..	28	..	28	..	26	..	26	..	26	..	26	..		
167..	195	193	..	196	..	196	..	197	..	193	..	193	..	197	..	197	..	196	..	195	..		

Local Union No.	Question No. 10		Question No. 11		Question No. 12		Question No. 13		Question No. 14		QUESTION No. 15										Question No. 16						
											No. 1		No. 2		No. 3		No. 4		No. 5		No. 6		No. 7				
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	
126.	95	..	98	..	98	..	98	..	101	..	102	31	99	4	110	31	110	31	116	31	117	31	117	31	117	119	35
127.	..	9	..	9	..	9	..	..	46	..	76	..	67	28	58	37	82	13	73	22	47	48	50	38	..	..
130.	52	..	36	..	51	..	47	..	..	..	46	..	46	..	46	..	46	..	45	1	46	18	15	45	..	..
131.	47	..	47	..	47	..	18	..	18	..	..	..	280	..	280	..	280	..	280	..	211	69	211	..	180	..
132.	18	..	18	..	18	..	180	..	280	..	280	..	280	..	280	..	280	..	280	..	211	69	211	..	180	..	
133.	202	..	202	..	202	..	35	..	31	..	9	30	9	37	9	28	14	18	9	34	1	29	..	34	27	..	
134.	34	..	28	..	33	..	4	..	10	..	22	3	22	2	20	2	23	2	23	2	22	2	21	7	..	..
136.	3	10	..	11	10	..	70	..	11	..	110	3	111	2	72	..	76	..	110	..	110	..	235	230	..	..
137.	25	60	237	..	237	..	41	..	228	9	237	..	237	3	220	17	237	46	220	17	237	46	..	30	..	..
138.	237	1	..	..	..	..	..	..	36	..	..	46	..	46	..	38	2	34	2	32	1	33	..	15	27	..
139.	41	..	..	..	..	..	..	..	27	..	64	2	43	..	44	..	44	..	44	..	44	..	44	14	..	..
141.	28	..	29	..	29	..	14	..	44	..	44	..	44	..	44	..	44	..	44	..	44	..	44	14	..	..
142.	14	..	14	..	14	..	14	..	28	40	71	32	71	32	71	32	71	32	71	32	71	32	71	78	..	..
143.	86	..	22	..	76	..	29	..	15	11	31	4	31	4	31	4	31	4	31	4	30	5	30	15	..	..
144.	15	9	15	10	15	11	11	14	15	11	31	4	31	4	31	4	31	4	31	4	30	5	30	15	..	..
145.	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	8	..	..
146.	29	30	129	30	29	40	91	29	127	70	291	..	261	..	261	..	261	..	261	..	261	..	261	126	..	..
148.	56	..	56	..	56	..	56	..	56	..	..	67	..	67	..	67	..	67	..	67	..	67	..	69	..	..
149.	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	12	..	..
150.	..	..	..	..	..	..	..	..	7	1	20	..	20	..	20	..	20	..	20	..	20	..	20	8	..	..
152.	12	10	12	10	12	10	12	..	12	..	7	8	11	4	11	4	10	..	10	..	10	..	10	12	..	10	
154.	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	15	..	..
155.	66	..	66	..	66	..	66	..	67	..	59	16	39	1	37	..	66	1	67	..	66	..	66	67	..	..
159.	..	..	..	..	..	..	..	..	21	10	34	1	34	1	34	1	34	1	34	1	34	1	34	29	..	..
160.	72	..	70	..	72	..	71	..	97	..	97	..	97	..	97	..	97	..	97	..	97	..	97	72	..	..
161.	34	..	18	..	27	..	11	..	31	..	31	1	31	1	31	1	31	1	31	1	31	1	31	37	..	..
162.	88	..	29	..	73	..	26	..	39	..	100	..	100	..	100	..	100	..	100	..	100	..	100	1	..	..
163.	8	8	8	8	8	8	8	8	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	1	..	..
165.	30	..	30	..	30	..	30	..	29	1	9	26	9	26	9	26	9	26	9	26	9	26	9	18	..	..
167.	198	..	196	..	176	..	195	..	194	..	197	..	197	..	197	..	197	..	197	..	190	7	197	193	..	..

QUESTION No. 24 Continued				QUESTION No. 25				QUESTION No. 26				Question No. 27		Question No. 28		QUESTION No. 29										
No. 6		No. 7		No. 1		No. 2		No. 3		No. 1		No. 2		No. 3		No. 4		No. 1		No. 2		No. 3		No. 4		
For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	
126..	147	..	147	..	147	..	150	..	151	..	151	..	151	..	151	..	152	..	151	..	152	..	152	..	152	..
127..	..	9	..	..	..	..	9	..	..	..	..	..	9	..	..	..	9	..	..	..	..	..	..	9	..	
130..	2	7	42	53	..	53	46	6	51	..	50	..	50	..	50	..	50	..	50	..	50	..	48	..	48	..
131..	60	..	33	1	34	..	28	2	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..
132..	34	..	17	8	7	..	17	..	17	..	17	..	17	..	17	..	15	..	15	..	15	..	2	..	15	..
133..	37	..	80	80	..	80	80	..	80	..	80	..	80	..	80	..	80	..	80	..	80	..	2	..	80	..
134..	80	..	80	..	29	..	32	..	35	..	26	..	26	..	36	..	23	..	23	..	23	..	..	..	39	..
135..	33	..	33	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
136..	136	..	..	..	..	..	25	..	24	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
137..	13	1	15	20	..	..	23	14	238	..	235	8	238	19	238	18	236	2	236	8	237	1	14	18	237	
138..	237	..	..	237	..	..	223	1	35	..	15	2	30	..	30	..	16	..	16	..	16	..	16	..	16	..
139..	30	..	31	32	29	..	1	26	28	..	25	2	32	..	32	..	28	..	28	..	28	..	28	..	28	..
141..	22	4	12	14	29	..	33	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..
142..	14	..	14	14	..	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..
143..	18	1	18	1	20	..	17	1	17	1	13	..	21	..	21	..	22	..	22	..	22	..	22	..	22	..
144..	15	..	15	15	..	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
145..	9	..	7	9	..	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
146..	21	..	21	21	..	..	15	7	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..
148..	40	26	6	60	67	..	72	1	72	72	72	..	72	..	67	..	67	..	67	..	67	..	67	..	67	..
150..	11	1	11	1	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
152..	..	..	..	12	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
154..	15	..	15	15	..	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
155..	65	..	65	65	..	..	1	64	64	..	64	..	64	..	64	..	64	..	64	..	64	..	64	..	64	..
159..	..	21	..	21	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..
161..	70	..	10	60	78	..	78	..	72	..	72	..	72	..	72	..	72	..	70	..	72	..	75	..	72	..
162..	5	32	5	32	35	..	32	1	40	1	34	..	34	..	33	..	40	..	40	..	40	..	40	..	40	..
163..	16	..	32	..	14	14	4	26	24	..	10	10	10	21	..	5	..	5	..	19	10	21	8	11	3	
165..	12	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..
167..	185	..	186	..	184	..	184	..	184	..	182	..	182	..	182	..	180	..	182	..	179	..	179	..	179	..

Question No. 29 Con- tinued	Question No. 30		Question No. 31		Question No. 32		Question No. 33		Question No. 34		Question No. 35		Question No. 36		Question No. 37		Question No. 38		Question No. 39		Question No. 40		Question No. 41		
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against			
No. 5																									
126.	152	..	152	..	152	..	152	..	152	..	152	..	152	..	152	..	152	..	153	..	153	..	153	..	
127.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
130.	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	7	..	
131.	50	..	48	..	44	4	44	..	48	..	49	..	49	..	47	1	48	..	46	..	45	..	43	..	
132.	30	..	30	..	30	..	30	..	19	10	29	..	28	1	29	..	29	..	29	..	29	..	27	..	
133.	15	2	17	..	17	..	17	..	16	..	16	..	17	..	17	..	17	..	17	..	17	..	17	..	
134.	80	..	80	..	80	..	80	..	80	..	80	..	80	..	80	..	80	..	80	..	80	..	80	..	
135.	39	..	22	..	32	..	36	..	36	..	29	..	39	..	8	..	31	..	34	..	26	..	22	..	
136.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
137.	14	..	23	..	26	..	20	..	20	..	12	4	22	..	26	..	22	..	24	..	24	..	26	..	
138.	237	1	236	2	230	7	228	9	237	..	233	5	200	37	..	238	..	238	..	238	..	237	..	234	..
139.	16	..	35	..	35	..	3	35	..	2	40	..	25	1	..	44	..	40	..	114	..	15	..		
141.	28	..	25	..	27	..	50	21	12	..	12	..	11	..	36	..	11	..	11	..	112	..	4	..	
142.	13	..	13	..	12	..	12	..	12	..	12	..	11	..	11	..	20	..	25	..	27	..	11	..	
143.	22	..	17	..	19	..	15	..	15	..	22	..	25	..	9	16	14	..	14	..	14	..	14	..	
144.	15	..	15	..	15	..	15	..	15	..	4	11	14	1	14	1	15	..	15	..	14	..	14	..	
145.	9	..	9	..	9	..	9	..	9	..	8	1	9	..	8	1	9	..	9	..	9	..	9	..	
146.	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	
148.	67	..	69	..	69	..	69	..	67	..	72	..	78	..	12	89	60	8	82	..	89	..	89	..	
149.	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	
150.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
152.	12	..	12	..	12	..	12	..	12	..	12	..	..	12	..	..	12	..	12	..	12	..	13	..
154.	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	
155.	64	..	64	..	64	..	64	..	64	..	64	..	64	..	64	..	64	..	64	..	64	..	64	..	
159.	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	
160.	71	..	75	..	80	..	80	..	75	..	72	..	72	..	75	..	68	..	68	..	71	..	25	..	
161.	40	..	38	..	32	..	24	6	5	39	34	1	31	..	2	38	16	15	3	1	22	40	..		
162.	26	..	24	..	25	..	43	..	35	..	22	1	16	..	40	..	17	..	46	..	24	39	..		
163.	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	
165.	20	..	23	..	22	..	22	..	22	..	1	19	16	..	1	16	17	..	20	..	19	..	19	..	
167.	179	..	180	2	181	..	4	176	171	9	180	..	177	..	176	..	172	..	172	3	173	..	172	..	

Local Union No.	Question No. 42		Question No. 43		Question No. 44		Question No. 45		Question No. 46		Question No. 47		Question No. 48		Question No. 49		Question No. 50		Question No. 51		Question No. 52	
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126	153	..	153	..	153	..	153	..	153	..	153	..	153	..	153	..	153	..	153	..	153	..
127
130
131	42	..	41	..	41	..	41	..	41	..	41	..	41	..	41	..	42	..	38	..	38	..
132	29	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..
133	17	..	16	..	16	..	16	..	16	..	15	..	15	..	15	..	15	..	15	..	15	..
134	80	..	80	..	80	..	80	..	80	..	80	..	80	..	80	..	80	..	80	..	80	..
135	21	..	14	..	14	..	10	..	10	..	11	..	9	..	7	..	7	..	13	..	15	..
136	1	..	1	..	1	..	12	..	8	..	18	..	18	..	15	..	16	..	..	..	17	..
137	22	..	26	..	26	..	..	..	..	..	200	..	238	..	238	..	220	..	..	..	17	..
138	231	..	..	..	..	..	..	..	..	..	50	..	50	..	50	..	50	..	238	..	238	..
139	40	..	40	..	40	..	39	..	39	..	32	..	31	..	..	..	..	..	38	..	38	..
141	30	..	34	..	34	..	11	..	11	..	12	..	12	..	12	..	12	..	17	..	23	..
142	11	..	11	..	11	..	11	..	11	..	12	..	12	..	12	..	12	..	..	..	..	..
143	26	..	26	..	26	..	30	..	30	..	24	..	19	..	20	..	18	..	3	..	5	..
144	14	..	14	..	11	..	13	..	13	..	14	..	14	..	14	..	14	..	11	..	7	..
145	9	..	9	..	9	..	8	..	1	..	9	..	9	..	9	..	9	..	9	..	9	..
146	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..
148	89	..	89	..	89	..	89	..	89	..	89	..	89	..	89	..	89	..	89	..	89	..
149	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
150	10	..	10	..	10	..	10	..	10	..	12	..	12	..	12	..	12	..	12	..	12	..
152	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
154	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
155	64	..	64	..	64	..	64	..	64	..	64	..	64	..	64	..	64	..	64	..	64	..
159	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..
160	71	..	71	..	72	..	71	..	72	..	73	..	73	..	73	..	73	..	73	..	72	..
161	35	..	37	..	32	..	31	..	31	..	23	..	26	..	6	..	2	..	5	..	7	..
162	29	..	22	..	20	..	3	..	22	..	36	..	1	..	7	..	4	..	6	..	2	..
163	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..
165	18	..	17	..	18	..	20	..	20	..	19	..	19	..	18	..	17	..	18	..	17	..
167	172	..	172	..	171	..	170	..	170	..	167	..	167	..	166	..	166	..	166	..	166	..

Local Union No.	Question No. 53		Question No. 54		Question No. 55		Question No. 56		Question No. 57		Question No. 58		Question No. 59		Question No. 60		Question No. 61		Question No. 62	
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126	153	..	153	..	153	..	153	..	155	..	153	..	153	..	153	..	153	..	153	..
127	..	7	..	7	..	6	2	..	5	3	..	1	..	6	8	..	8	8
130	1	..	7	1	..	35	..	33	33	..	33	..	33	..	31	..	31	..	31	..
131	38	..	26	..	25	..	25	..	19	2	24	1	21	..	20	1	21	..	21	..
132	26	..	..	..	15	..	..	15	15	..	14	1	15	..	14	1	15	..	15	..
133	..	15	..	15	..	80	..	80	..	..	80	..	80	..	80	..	80	..	80	..
134	80	..	80	..	17	..	17	..	18	..	16	..	12	..	17	..	17	..	16	..
135	16	1	12	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
136	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
137	16	..	11	..	15	..	14	..	19	..	15	4	14	1	14	2	15	..	15	3
138	..	238	..	38	..	238	..	238	200	35	..	228	237	1	231	7	237	1	238	..
139	..	38	38	..	..	..	38	39	39	..	36	..	36	..	40	..	40	..	40	..
141	1	23	66	2	24	..	27	19	19	9	19	5	27	..	26	1	31	..	28	..
142	18	7	25	..	25	..	..	24	24	1	24	..	24	..	24	..	22	..	22	..
143	8	22	29	1	18	6	..	27	27	2	30	..	13	..	1	11	25	..	21	..
144	14	..	14	..	14	..	14	13	13	1	14	..	14	..	14	..	14	..	14	..
145	9	..	7	1	9	..	9	9	9	..	9	..	9	..	9	..	9	..	9	..
146	..	21	21	..	21	..	21	21	21	..	21	..	21	..	21	..	21	..	21	..
148	89	..	..	82	..	89	..	89	12	89	..	..	89	..	27	62	89	..	86	..
149	12	..	12	..	12	..	12	12	12	..	12	..	12	..	12	..	12	..	12	..
150	..	..	7	10	..	12	..	12	..	..	15	..	12	..	..	..	7	..	..	..
152	12	..	2	..	..	..	12	12	12	..	12	..	12	..	12	..	12	..	12	..
154	15	..	15	..	15	..	15	14	14	1	15	1	15	..	15	..	15	..	15	..
155	24	..	25	..	25	..	25	25	25	..	25	25	25	..	25	..	25	..	28	..
159	..	21	74	..	..	21	..	68	21	..	74	..	74	..	21	..	21	..	74	..
160	4	74	74	..	74	..	8	4	27	2	14	11	18	..	18	5	26	1	73	..
161	1	5	27	1	1	15	6	1	22	2	7	15	4	14	17	2	24	2	23	3
162	16	..	23	..	16	..	16	1	16	..	16	..	16	..	16	..	16	..	16	..
163	..	..	16	..	17	..	21	..	22	..	22	..	22	..	20	..	20	..	13	..
165	15	..	22	..	160	..	162	..	163	..	159	4	162	..	161	..	156	..	156	..
167	163	..	163	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2

QUESTION No. 63				Question No. 64		QUESTION No. 66				Question No. 67		Question No. 68		Question No. 69		Question No. 70																
No. 1		No. 2		For		Against		No. 1		No. 2		For		Against		No. 1		No. 2		For		Against		No. 1		No. 2		For		Against		
Local Union No.	For		Against		For		Against		For		Against		For		Against		For		Against		For		Against		For		Against		For		Against	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against		
126	153	..	153	..	153	..	153	..	153	..	153	..	153	..	153	..	153	..	153	..	153	..	153	..	153	..	153	..	153	..	153	..
127	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
130	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
131	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..
132	20	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..
133	15	..	15	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..
134	80	..	80	..	80	..	80	..	80	..	80	..	80	..	80	..	80	..	80	..	80	..	80	..	80	..	80	..	80	..	80	..
135	17	..	15	..	14	..	14	..	16	..	16	..	16	..	16	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
136	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
137	9	..	14	..	13	..	17	..	16	..	16	..	16	..	16	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..
138	238	..	238	..	230	..	238	..	230	..	200	..	200	..	200	..	200	..	200	..	200	..	200	..	200	..	200	..	200	..	200	..
139	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..
141	27	..	29	..	29	..	32	..	32	..	31	..	31	..	31	..	32	..	32	..	32	..	32	..	32	..	32	..	32	..	32	..
142	18	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..
143	..	..	6	..	23	..	1	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..
144	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..
145	9	..	9	..	6	..	6	..	6	..	6	..	6	..	6	..	6	..	6	..	6	..	6	..	6	..	6	..	6	..	6	..
146	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..
148	89	..	89	..	89	..	82	..	80	..	80	..	80	..	80	..	80	..	80	..	80	..	80	..	80	..	80	..	80	..	80	..
149	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
150	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
152	..	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
154	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
155	28	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..
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160	74	..	74	..	74	..	73	..	74	..	74	..	74	..	74	..	74	..	74	..	74	..	74	..	74	..	74	..	74	..	74	..
161	21	..	21	..	14	..	1	..	6	..	7	..	8	..	5	..	20	..	6	..	3	..	6	..	7	..	14	..	14	..	14	..
162	18	..	3	..	2	..	22	..	1	..	1	..	1	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..
163	16	..	16	..	..	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..
165	15	..	15	..	17	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
167	158	..	152	..	150	..	150	..	149	..	2	..	149	..	152	..	149	..	149	..	149	..	149	..	149	..	149	..	149	..	149	..

QUESTION No. 6

QUESTION No. 6																								
Local Union No.	Question No. 1		Question No. 2		Question No. 3		Question No. 4		Question No. 5		Section No. 1		Section No. 2		Section No. 3		Section No. 4		Section No. 5		Section No. 6		Section No. 7	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
168..	32	2	12	10	25	1	20	1	25	15	29	31	31	29	31	29	29	29	32	32	33	33	27	27
169..	58	2	76	2	15	58	9	21	15	20	22	25	25	23	25	23	23	23	19	19	19	19	19	19
171..	26	..	25	..	21	25	1	25	21	20	27	14	14	20	19	20	20	20	20	20	21	14	14	
172..	25	1	24	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
174..	136	2	134	2	191	161	128	6	4	4	91	171	171	1	11	1	171	1	127	1	124	1	29	
175..	9	19	27	1	28	28	..	..	..	..	28	28	28	..	..	..	28	..	28	..	28	28	28
176..	5	21	19	..	13	13	..	..	..	..	12	10	10	..	..	..	12	..	13	..	11	14	14
177..	122	11	129	3	133	133	..	..	..	..	131	130	130	2	5	5	128	5	128	5	126	4	130
178..	42	..	42	..	42	42	..	..	..	..	42	42	42	..	..	..	42	..	42	..	42	42	42
179..	43	..	43	..	48	48	..	..	..	..	50	50	50	..	..	..	50	..	50	..	50	50	50
181..	231	..	231	..	194	120	61	37	215	..	216	213	213	..	..	..	213	..	213	..	212	212	212
182..	8	68	4	70	80	76	80	..	80	..	80	80	80	..	..	..	80	..	80	..	80	80	80
183..	28	..	32	1	30	19	19	26	30	2	2	21	21	..	..	..	14	2	27	1	27	27	27
184..	61	..	57	10	48	50	19	50	48	..	48	48	48	..	..	..	43	..	48	..	48	48	48
186..	54	2	37	10	..	50	..	..	50	50	50	47	4	4	1	1	55	2	55	1	50	54	54
187..	34	1	6	16	3	19	..	..	3	8	15	33	33	..	..	..	25	..	30	..	25	21	21
188..	53	1	2	45	36	37	4	37	36	..	22	33	33	2	3	3	44	..	32	..	42	40	40	
189..	56	1	7	50	57	57	..	..	57	57	57	57	57	10	3	3	57	..	57	..	57	57	57
191..	16	..	..	7	14	16	..	..	14	1	7	16	16	..	..	..	15	..	15	..	18	17	17
192..	16	..	16	..	16	16	..	..	16	..	16	16	16	..	..	..	16	..	16	..	16	16	16
193..	14	..	13	..	14	14	..	..	14	14	..	..	..	..	..	..	16	..	16	..	16	16	16
194..	28	28	28	..	28	28	..	..	28	18	28	28	28	..	..	..	28	..	28	..	28	28	28
195..	45	..	45	..	45	45	..	..	45	45	..	..	..	..	..	..	28	..	28	..	28	28	28
197..	64	7	40	21	30	67	3	64	30	17	28	47	47	21	24	24	45	23	49	20	48	48	48	
198..	167	..	173	..	25	137	1	156	25	128	147	1	156	..	4	4	128	10	153	2	125	145	145	
199..	6	34	2	19	33	1	16	1	33	33	19	22	19	..	..	..	22	..	22	..	22	22	22
201..	49	10	49	10	14	14	1	..	14	15	15	15	15	..	..	..	14	..	16	..	12	15	15
202..	47	..	45	..	31	43	1	..	33	1	28	32	33	..	..	..	35	..	32	..	36	33	33
203..	13	1	10	1	11	16	..	..	12	4	12	10	10	..	..	..	11	..	13	..	13	11	11
206..	20	..	16	..	20	13	16	16	9	2	7	4	2	2	5	4	10	2	16	12	12	
207..	22	..	23	..	23	..	23	..	23	..	25	25	25	25	..	25	..	25	25	25	

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QUESTION No. 15										Question No. 16	
Local Union No.		Question No. 10		Question No. 11		Question No. 12		Question No. 13		Question No. 14	
		For	Against	For	Against	For	Against	For	Against	For	Against
		No. 1		No. 2		No. 3		No. 4		No. 5	
		For	Against	For	Against	For	Against	For	Against	For	Against
		No. 6		No. 7		Question No. 15		Question No. 16		Question No. 17	
		For	Against	For	Against	For	Against	For	Against	For	Against
168.	31	81	81	81	81	81	81	81	81	81	81
169.	67	53	2	49	2	49	1	50	1	57	1
171.	19	9	8	7	9	9	3	17	5	10	7
172.	2	19	2	22	2	23	1	24	2	21	1
174.	161	121	5	121	2	141	1	141	1	115	1
175.	28	28	28	28	28	28	28	1	28	28	28
176.	14	11	9	10	9	10	8	14	10	10	8
177.	167	193	79	191	5	194	32	176	9	92	9
178.	42	42	42	42	12	42	63	42	42	42	42
179.	55	57	160	160	12	63	63	63	1	62	2
181.	156	160	160	160	160	161	161	161	161	162	1
182.	79	38	41	38	41	38	41	38	41	38	41
183.	24	5	14	6	14	8	13	16	5	22	2
184.	48	3	17	2	18	2	18	4	16	5	15
186.	43	1	42	8	27	18	20	11	33	19	25
187.	8	1	29	1	29	9	8	3	17	22	7
188.	15	10	32	5	37	37	37	37	37	37	37
189.	57	57	57	57	57	43	4	43	4	43	4
191.	4	10	12	12	1	1	10	1	11	2	12
192.	15	15	16	16	16	13	13	13	13	13	16
193.	27	1	28	28	28	1	27	1	27	1	27
194.	27	1	28	28	28	45	45	45	45	45	45
195.	45	45	45	45	45	46	4	46	4	46	4
197.	38	31	41	29	25	46	4	46	4	46	4
198.	144	1	143	8	148	1	140	2	145	145	140
199.	27	27	31	31	31	31	31	31	31	31	31
201.	29	40	46	46	46	60	1	60	1	60	1
202.	29	12	18	28	31	32	34	36	38	39	39
203.	10	16	19	19	19	19	1	19	1	10	10
206.	12	15	18	18	16	19	2	19	2	12	12
207.	23	23	23	23	23	23	23	23	23	23	23

QUESTION No. 24												
Local Union No.	Question No. 17		Question No. 18		Question No. 19		Question No. 20		Question No. 21		Question No. 22	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
QUESTION No. 23												
QUESTION No. 24												
No. 1		No. 2		No. 3		No. 4		No. 5				
										For	Against	Against
168..	31	..	31	..	31	..	31	..	31	31	..	..
169..	56	2	60	1	47	..	39	3	40	44	13	29
171..	20	..	26	..	22	..	8	..	9	15	17	19
172..	22	..	23	..	24	..	25	..	23	15	17	19
174..	121	4	131	..	7	..	13	1	14	27	25	12
175..	28	..	28	..	28	..	28	..	28	12	9	2
176..	11	..	12	..	9	..	12	..	12	28	21	7
177..	90	..	131	..	113	..	111	..	103	12	12	9
178..	42	..	42	..	42	..	42	..	42	76	11	12
179..	62	..	62	..	42	..	42	..	42	42	11	12
181..	162	..	161	..	159	..	159	..	159	63	63	63
182..	68	..	68	..	66	..	66	..	66	247	2	118
183..	20	..	26	..	18	..	24	..	19	69	65	157
184..	20	..	20	..	20	..	20	..	30	15	14	18
186..	44	..	44	..	44	..	42	..	43	30	30	30
187..	14	..	20	..	17	..	9	..	13	43	13	28
188..	57	..	57	..	57	..	57	..	57	15	7	14
189..	8	..	7	..	5	..	1	..	6	5	18	5
191..	16	..	16	..	16	..	16	..	16	9	9	9
192..	16	..	16	..	16	..	16	..	16	15	22	10
193..	28	..	28	..	28	..	28	..	28	15	..	15
194..	45	..	45	..	45	..	45	..	45	28	28	28
195..	45	..	45	..	45	..	45	..	45	45	45	45
197..	50	..	51	..	52	..	8	..	33	45	2	8
198..	138	1	142	1	133	2	138	..	142	134	1	121
199..	31	..	31	..	31	..	32	..	32	71	71	71
201..	41	..	46	..	10	..	11	..	11	8	1	8
202..	21	..	22	..	23	..	23	..	23	1	11	11
203..	10	..	10	..	10	..	9	..	9	10	10	10
206..	15	..	13	..	19	..	8	..	8	10	10	10
207..	23	..	23	..	23	..	23	..	23	23	23	23

QUESTION No. 24 Continued				QUESTION No. 26				Question No. 27		QUESTION No. 29			
No. 6		No. 7		Question No. 25		No. 1		No. 2		No. 1		No. 2	
For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
168..	31	46	..	31	..	31	..	31	..	31	..	31	..
169..	3	40	1	31	1	48	2	50	1	48	1	47	1
171..	14	15	..	15	..	16	..	17	..	10	..	12	..
172..	22	16	..	25	..	12	..	10	..	6	..	12	..
174..	11	12	1	11	1	13	1	14	1	13	1	16	1
175..	28	28	..	28	..	1	1	28	..	28	..	28	..
176..	1	8	..	12	12	11	12	10	12	28	12	1	10
177..	70	2	177	86	13	87	108	77	77	77	76	76	76
178..	42	..	42	42	..	42	3	42	42	42	42	42	42
179..	63	..	63	63	..	64	64	64	64	64	64	64	64
181..	275	..	275	43	237	279	279	278	278	278	278	278	278
182..	67	..	66	66	..	60	60	68	68	67	67	67	67
183..	21	1	2	18	2	17	14	20	20	18	19	19	19
184..	30	..	30	30	..	30	30	30	30	30	30	30	30
186..	42	1	41	40	1	40	1	40	1	42	42	42	42
187..	18	17	5	21	..	19	28	11	11	8	4	4	4
188..	5	18	13	13	5	19	19	19	19	..	..	..	..
189..	57	..	57	57	..	57	57	57	57	57	57	57	57
191..	9	..	9	4	..	9	1	6	6	4	4	4	4
192..	6	9	..	15	..	15	8	13	13	13	13	13	13
193..	..	..	14	..	..	18	14	..	..	..	..	..	..
194..	28	..	28	..	28	28	28	28	28	28	28	28	28
195..	45	..	45	45	..	45	45	45	45	45	45	45	45
197..	49	3	4	47	4	41	47	47	8	41	8	38	8
198..	140	..	143	143	..	144	131	140	..	125	2	148	2
199..	..	71	..	71	..	64	64	82	..	87	..	..	..
201..	8	1	1	11	..	11	11	11	..	11	..	11	..
202..	20	1	25	15	2	18	23	23	..	1	4	2	7
203..	10	..	10	10	..	15	15	14	1	2	13	2	13
206..	10	..	10	10	..	15	15	10	..	12	12	12	..
207..	23	..	23	23	..	23	23	23	..	23	..	23	..

Local Union No.	Question No. 29 Continued		Question No. 30		Question No. 31		Question No. 32		Question No. 33		Question No. 34		Question No. 35		Question No. 36		Question No. 37		Question No. 38		Question No. 39		Question No. 40		Question No. 41			
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against		
168.	31	2	31	1	31	2	31	1	31	3	31	4	31	4	31	2	31	1	31	2	31	1	31	1	31	4		
169.	47	2	46	1	47	18	49	..	42	8	6	42	5	44	..	39	2	35	2	36	2	46	8	47	7	47	..	
171.	14	2	15	..	8	..	14	..	18	..	19	..	11	..	17	..	19	..	18	..	17	..	46	1	47	..		
172.	12	..	15	..	15	..	8	..	10	1	10	..	11	..	9	..	18	..	14	..	18	..	8	..	7	..		
174.	15	1	16	1	3	16	16	1	11	1	6	1	6	1	4	8	1	1	..	16	..	18	1	18	18	18	..	
175.	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	1	13	13	13	..
176.	..	11	1	10	..	12	3	8	..	12	28	12	1	8	..	5	6	12	..	11	..	28	9	2	10	28	28	..
177.	140	..	68	8	76	..	73	8	68	44	74	1	76	..	15	..	16	..	14	4	27	7	21	7	27	27	27	..
178.	12	..	12	..	12	..	12	..	..	12	42	..	42	..	42	..	17	..	15	4	42	..	42	..	42	42	42	..
179.	64	..	64	..	64	..	64	..	64	..	64	..	64	..	64	..	..	..	64	..	64	..	64	64	64	64	64	..
181.	274	2	271	5	275	1	276	..	273	8	272	1	273	..	271	..	269	..	269	..	267	..	267	..	267	267	267	..
182.	64	..	60	..	60	..	62	..	61	..	72	..	72	..	72	..	65	..	79	..	80	..	75	..	75	75	75	..
183.	17	..	17	..	10	1	18	..	17	2	15	2	15	..	16	..	16	..	18	..	14	..	12	..	20	20	20	..
184.	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	30	30	..
186.	42	..	35	5	38	..	42	..	42	..	5	35	41	..	42	..	43	..	43	1	44	..	43	1	43	43	43	..
187.	21	..	20	..	13	1	29	..	13	7	3	13	17	..	22	..	27	..	1	..	*	..	18	..	21	21	21	..
188.	57	..	36	21	30	36	36	..	36	..	36	..	36	..	36	..	36	..	36	..	37	..	36	..	36	36	36	..
189.	36	21	36	21	57	..	57	..	55	2	17	40	35	22	33	24	23	..	42	15	57	..	57	..	57	57	57	..
191.	4	..	7	..	4	..	7	..	4	1	5	..	5	..	6	..	6	..	7	..	4	..	4	..	5	5	5	..
192.	13	..	13	..	13	..	13	..	13	1	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	13	13	..
193.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
194.	28	..	28	..	28	..	28	..	23	5	28	..	28	..	27	1	28	..	28	..	28	..	28	..	28	28	28	..
195.	45	..	45	..	45	..	45	..	..	45	..	45	..	45	..	45	..	45	..	45	..	45	..	45	45	45	45	..
197.	43	2	43	4	45	1	43	1	44	1	42	2	45	1	4	24	40	..	2	8	41	2	47	..	44	44	44	..
198.	148	2	148	2	148	1	148	2	148	2	148	2	148	2	148	2	148	..	2	2	148	1	148	2	148	148	148	..
199.	64	..	67	..	67	..	74	..	62	..	47	..	49	..	29	..	3	..	42	..	27	..	37	..	41	41	41	..
201.	11	..	11	..	11	..	11	..	10	1	11	..	10	..	11	..	11	..	11	..	11	..	11	..	11	11	11	..
202.	11	2	15	..	15	..	15	..	5	14	20	..	16	..	18	..	19	..	14	2	20	1	18	..	19	19	19	..
203.	2	13	15	..	15	..	15	..	10	14	1	..	15	..	14	1	8	..	7	..	15	..	15	..	15	15	15	..
206.	12	..	10	..	5	1	6	..	8	2	13	..	10	..	10	..	11	..	..	..	13	..	9	..	14	14	14	..
207.	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	23	23	..

Local Union No.	Question No. 42		Question No. 43		Question No. 44		Question No. 45		Question No. 46		Question No. 47		Question No. 48		Question No. 49		Question No. 50		Question No. 51		Question No. 52	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
168	31	2	31	31	31	31	31	31	31	31	31	31	31	31	31	31	30	30	30	30	30	30
169	49	9	38	43	30	1	12	11	11	11	9	11	11	11	11	11	10	10	10	10	10	10
171	9	9	9	10	11	1	10	11	10	14	2	14	20	22	2	22	5	13	13	3	20	20
172	14	1	14	13	11	1	14	11	14	14	2	14	1	1	13	1	13	2	1	10	1	1
174	14	1	12	9	12	1	14	1	1	1	2	1	1	1	1	1	28	2	28	28	28	28
175	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
176	10	10	10	10	11	11	11	11	11	11	11	11	11	11	11	11	1	9	8	20	13	13
177	24	24	21	28	28	28	29	28	29	28	1	28	28	28	19	42	18	25	25	20	20	20
178	42	42	42	42	42	42	42	42	42	42	1	42	42	42	42	42	42	42	42	42	42	42
179	64	64	64	64	64	64	64	64	64	64	64	64	64	64	64	64	64	64	64	64	64	64
181	267	267	267	266	267	267	267	267	267	267	267	267	267	267	262	262	258	221	221	198	198	198
182	70	60	60	62	61	61	60	60	60	64	64	63	63	63	63	63	66	66	66	65	65	65
183	16	16	16	14	14	14	15	15	15	14	14	14	14	14	14	14	15	12	12	16	16	16
184	30	30	30	30	30	30	27	30	30	30	2	30	30	30	30	30	30	30	30	30	30	30
186	43	43	44	43	42	42	41	41	41	41	41	41	41	41	41	41	43	43	43	43	43	43
187	20	15	15	19	18	18	20	20	20	20	20	20	20	20	20	20	15	10	10	12	12	12
188	36	36	36	36	36	36	35	35	35	35	35	35	35	35	34	34	34	34	34	34	34	34
189	57	57	57	57	57	57	42	42	42	42	42	42	42	42	57	57	57	57	57	57	57	57
191	3	2	2	3	3	3	1	1	1	1	4	5	5	5	4	4	4	4	4	5	5	5
192	13	13	13	13	13	1	13	13	13	13	13	13	13	13	13	13	13	11	11	13	13	13
193	28	28	28	25	28	28	14	14	14	14	14	14	14	14	28	28	28	28	28	28	28	28
194	45	45	45	45	45	45	28	28	28	28	28	28	28	28	45	45	45	45	45	45	45	45
195	40	40	41	40	40	40	45	45	45	45	4	45	45	45	45	45	45	45	45	45	45	45
197	148	3	41	148	32	6	29	29	18	45	4	37	7	33	10	13	31	30	31	31	31	31
198	148	1	148	2	148	2	148	148	2	148	2	148	2	148	2	2	148	2	148	2	148	12
199	41	41	41	14	19	19	27	27	2	18	2	17	1	1	19	1	2	19	2	2	8	8
201	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	10	1	1
202	19	19	19	16	17	17	19	19	3	14	14	19	1	18	5	4	15	2	16	16	4	4
203	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15
206	9	9	9	4	5	5	6	6	6	5	5	9	9	9	7	7	5	6	6	5	5	5
207	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	25	23	23	23	23	23

Local Union No.	Question No. 53		Question No. 54		Question No. 55		Question No. 56		Question No. 57		Question No. 58		Question No. 59		Question No. 60		Question No. 61		Question No. 62	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
168	30	..	30	..	30	..	30	..	28	..	28	..	28	..	28	..	25	..	22	..
169	..	7	..	9	..	7	..	..	11	..	..	10	..	9	..	7	..	..	11	..
170	..	3	..	13	..	4	..	..	8	..	..	6	..	8	..	4	..	..	6	..
171	..	2	..	8	..	1	..	..	14	..	..	1	..	13	..	14	..	..	7	6
172	10	2	10	1	10	1	10	1	15	1	15	1	13	1	27	1	13	2	28	..
173	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..
174	10	..	10	..	10	..	10	..	11	..	11	..	10	..	9	..	8	..	8	..
175	10	..	10	..	10	..	10	..	21	2	21	2	15	2	7	4	21	2	21	..
176	19	..	19	..	19	..	19	..	42	..	42	..	42	..	42	..	42	..	42	..
177	42	..	42	..	42	..	42	..	64	..	64	..	64	..	64	..	64	..	64	..
178	64	..	64	..	64	..	64	..	283	1	356	2	359	..	361	..	374	..	381	2
179	148	..	163	..	175	..	281	..	77	..	79	..	79	..	77	..	79	..	78	..
180	60	..	58	..	58	..	56	..	17	..	15	..	15	..	18	..	19	..	14	..
181	14	..	13	..	13	..	13	..	30	..	30	..	30	..	30	..	30	..	30	..
182	30	..	30	..	30	..	30	..	36	5	44	..	37	2	31	7	36	4	32	6
183	6	..	6	..	6	..	1	..	20	..	10	4	8	7	15	2	20	..	12	4
184	..	15	..	8	..	18	..	..	29	..	16	..	28	..	28	..	28	..	28	..
185	34	..	34	..	33	..	30	..	..	..	16	..	28	..	28	..	28	..	28	..
186	18	..	39	..	..	..	30	..	57	..	40	..	57	..	57	..	57	..	57	..
187	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
188	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
189	..	..	..	..	13	..	..	..	11	1	14	..	..	..	..	..	14	..	..	..
190	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..
191	45	..	45	..	45	..	45	..	45	..	45	..	45	..	45	..	45	..	45	..
192	35	..	44	..	34	..	29	..	7	..	13	..	38	11	28	..	44	..	30	15
193	148	..	148	..	148	..	2	..	148	2	2	..	2	..	148	2	148	2	148	2
194	8	..	17	..	19	..	39	..	43	1	53	..	47	1	49	4	49	..	3	49
195	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..
196	..	20	..	18	..	..	13	..	14	..	2	..	15	1	18	..	18	..	16	1
197	..	..	..	..	..	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
198	6	..	6	..	6	..	6	..	6	..	6	..	6	..	6	..	6	..	6	..
199	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..

Local Union No.	QUESTION No. 63				QUESTION No. 64				QUESTION No. 65				QUESTION No. 66				QUESTION No. 67		QUESTION No. 68		QUESTION No. 69		QUESTION No. 70	
	No. 1		No. 2		For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
	For	Against	For	Against																				
168	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..
169	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
171	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
172	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
174	16	1	14	1	15	..	13	..	11	..	13	..	11	..	13	..	11	..	13	..	13	..	13	..
175	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..
176	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
177	23	..	21	..	17	..	11	..	5	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..
178	42	..	42	..	42	..	42	..	42	..	42	..	42	..	42	..	42	..	42	..	42	..	42	..
179	64	..	20	44	64	..	64	..	64	..	64	..	64	..	64	..	64	..	64	..	64	..	64	..
181	371	24	396	..	398	..	406	..	408	..	410	..	417	9	426	..	429	..	426	..	424	..	424	..
182	78	..	80	..	76	..	67	..	66	..	60	..	60	..	60	..	60	..	60	..	60	..	60	..
183	14	..	16	..	17	..	16	..	19	..	19	..	18	..	18	..	18	..	21	..	20	..	20	..
184	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..
186	9	..	2	35	37	2	37	2	41	..	41	..	41	..	41	..	42	3	34	8	41	..	38	..
187	2	10	..	15	14	3	18	..	15	2	14	..	16	..	16	..	16	..	20	..	16	..	15	..
188	28	..	7	10	18	..	18	..	18	..	18	..	18	..	18	..	18	..	20	..	20	..	20	..
189	57	..	57	..	57	..	57	..	57	..	57	..	57	..	57	..	57	..	57	..	57	..	57	..
191	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
192	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
193	12	..	13	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
194	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..
195	45	..	45	..	45	..	45	..	45	..	45	..	45	..	45	..	45	..	45	..	45	..	45	..
197	44	4	32	12	35	8	36	5	32	10	32	10	32	10	32	10	31	14	30	13	36	9	37	6
198	148	2	148	2	148	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
199	..	..	49	..	47	..	43	..	41	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
201	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..
202	17	2	16	..	13	..	19	..	17	..	18	..	18	..	18	..	19	..	18	..	18	..	17	..
203	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	13	..	15	..	15	..	15	..
206	7	..	10	..	7	..	5	..	8	..	8	..	8	..	8	..	9	..	8	..	10	..	10	..
207	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	16	..	18	..	18	..	18	..

QUESTION No. 6

Local Union No.	Question No. 1		Question No. 2		Question No. 3		Question No. 4		Question No. 5		Section No. 1		Section No. 2		Section No. 3		Section No. 4		Section No. 5		Section No. 6		Section No. 7	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
208..	48	1	48	..	32	5	96	45	43	1	32	..	30	1	30	1	28	..	32	..	32	..	34	..
209..	94	49	96	37	77	96	38	86	22	16	77	..	78	36	74	8	74	..	74	..	74	..	74	..
210..	..	..	..	..	..	..	..	..	..	..	..	..	2	..	37	..	37	..	37	..	39	..	39	..
211..	50	..	24	34	1	36	7	30	35	9	27	8	191	..	191	..	123	..	123	..	121	..	123	..
213..	151	1	128	25	9	25	11	21	10	18	182	2	12	1	5	..	5	..	7	..	19	..	9	..
214..	160	16	143	..	9	142	72	9	113	..	14	3	38	..	38	..	38	..	38	..	38	..	38	..
215..	38	..	38	38	..	38	..	38	38	..	38	..	38	..	38	..	38	..	38	..	38	..	38	..
216..	38	5	53	6	..	1	..	..	11	..	..	..	44	..	..	44	..	14	..	44	..	42	..	
217..	..	..	11	3	..	41	..	..	1	..	..	13	..	..	..	..	..	..	..	..	..	..	..
218..	47	5	43	4	..	54	8	48	..	55	54	..	54	..	54	..	54	..	54	..	54	..	54	..
219..	11	7	48	..	..	48	125	48	2	..	91	8	112	..	..	111	..	111	..	123	..	112	..	
223..	122	..	122	2	..	114	..	..	116	2	44	1	43	1	45	..	51	1	53	1	53	2	54	2
224..	35	2	42	..	..	1	..	49	..	50	44	..	..	..	..	3	..	43	..	43	..	43	..	
225..	43	..	43	..	..	..	..	43	..	43	43	..	61	..	61	..	61	..	61	..	61	..	61	..
228..	61	..	61	..	..	..	..	61	3	58	61	..	61	..	12	8	13	10	25	..	25	..	9	12
229..	25	..	21	..	..	7	..	28	11	..	14	6	21	2	12	..	12	55	13	..	13	..	13	..
230..	10	1	..	11	..	19	..	13	..	13	3	7	11	2	12	..	12	..	13	..	13	..	13	..
231..	81	..	..	81	..	55	..	55	..	55	..	80	..	75	55	..	55	..	80	..	70	..	70	..
232..	43	3	51	1	..	50	12	38	4	52	58	..	58	..	58	..	58	..	58	..	58	..	58	..
236..	17	..	10	7	..	17	3	14	1	16	16	..	16	..	16	..	16	..	16	..	16	..	16	..
241..	38	..	42	..	..	30	16	3	18	10	21	..	45	..	42	..	42	1	36	2	42	..	44	..
242..	86	..	87	..	..	87	11	39	11	86	1	64	..	68	68	..	68	..	68	..	74	..	76	..
243..	11	..	10	..	..	11	..	11	11	..	10	1	11	..	11	..	11	..	11	..	11	..	11	..
245..	19	..	6	11	..	19	..	19	19	19	8	12	12	8	19	..	19	..	19	..	19	..	19	..
246..	18	..	21	20	..	20	133	20	133	..	137	..	138	..	138	..	138	..	138	..	138	..	138	..
247..	126	..	126	105	5	105	..	65	65	..	35	30	35	6	33	6	..	6	..	..	..	..	..
249..	64	1	65	6	..	6	7	7	1	8	15	6	15	6	15	..	15	..	6	..	6	..	5	..
250..	..	7	6	..	..	..	..	..	5	..	15	..	15	..	15	..	15	..	..	..	..	..	15	..
251..	62	2	45	..	..	1	11	9	10	1	13	..	9	..	12	..	12	..	11	..	15	..	15	..
253..	13	..	11	12	..	12	4	..	13	..	13	..	14	..	14	..	14	..	14	..	14	..	14	..
254..	13	..	13	..	..	..	..	13	13	..	13	..	14	..	14	..	14	..	14	..	14	..	14	..

QUESTION No. 8																					
Local Union No.	Question No. 7				Article I								Article II				Question No. 9				
	Section No. 1		Section No. 2		Section No. 3		Section No. 4		Section No. 5		Section No. 6		Section No. 1		Section No. 2			Section No. 3		Section No. 4	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against		For	Against	For	Against
208..	34	1	3	34	6	20	28	..	30	..	39	..	28	..	32	..	32	..	28	..	
209..	70	..	38	63	60	37	60	37	60	37	60	37	60	37	60	37	60	37
210..	39	2	27	9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
211..	57	..	211	..	14	9	4	..	12	11	12	11	114	1	113	1	113	1	119	1	
212..	211	..	211	..	..	..	..	..	28	38	23	38	10	..	10	..	10	..	60	38
213..	4	..	11	..	38	..	38	..	..	..	38	..	38	..	38	..	38	..	38	..
214..	38	..	38	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
215..	37	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
216..	37	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
217..	42	..	..	42	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
218..	51	1	36	14	36	14	36	14	36	14	36	14	45	..	45	..	45	..	45	..	
219..	..	..	57	..	57	..	57	..	57	..	57	..	118	7	118	7	118	7	118	7
220..	115	..	110	..	81	..	111	..	114	..	116	..	45	2	49	1	47	1	48	..	
221..	56	..	53	..	53	3	47	10	27	14	51	..	13	..	13	..	13	..	13	..	
222..	13	..	13	..	13	..	13	..	13	..	13	..	61	..	61	..	61	..	61	..	
223..	61	..	61	..	61	..	61	..	61	..	61	..	14	..	13	..	13	..	11	..	
224..	26	..	24	3	20	..	20	..	19	..	14	..	15	..	9	..	10	..	11	..	
225..	12	..	12	..	11	..	7	..	8	3	9	..	2	..	55	..	55	..	55	..	
226..	81	55	81	..	55	..	55	..	55	..	55	..	5	..	55	..	55	..	55	..	
227..	58	..	32	3	31	4	28	..	4	12	35	5	16	13	25	10	18	6	50	..	
228..	16	..	14	2	35	16	14	15	16	14	14	2	4	9	8	4	7	4	13	1	
229..	43	..	42	1	35	..	31	..	1	38	5	20	32	1	27	..	30	..	32	..	
230..	82	1	56	1	62	..	78	..	78	..	78	..	76	..	74	..	7	..	74	..	
231..	11	..	10	..	8	3	11	..	11	..	11	..	11	..	11	..	10	..	10	..	
232..	19	..	19	..	19	1	19	1	19	1	19	1	19	..	18	1	19	..	19	..	
233..	19	1	19	1	19	1	19	1	19	1	19	1	19	1	20	..	20	..	20	..	
234..	139	..	139	..	139	..	139	..	139	..	139	..	140	..	140	..	140	..	140	..	
235..	..	..	65	..	65	..	65	..	60	5	33	22	65	..	65	..	65	..	65	..
236..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	..
237..	250..	..	..	..	..	..	..	..	45	..	65	..	..	..	65	..	65	..	65	..
238..	47	..	47	..	45	..	45	..	8	..	65	..	..	..	9	..	9	..	9	..
239..	11	..	7	4	11	..	11	..	14	..	14	..	14	..	14	..	14	..	14	..	
240..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	

Local Union No.	QUESTION No. 15										Question No. 16	
	Question No. 10		Question No. 11		Question No. 12		Question No. 13		Question No. 14		No. 1	
	For	Against	For	Against	For	Against	For	Against	For	Against		
208.	30	..	34	..	35	..	35	..	35	..	39	6
209.	60	..	60	..	52	..	50	..	49	..	48	32
210.	37	..	37	..	37	..	37	..	37	..	38	48
211.	4	..	25	..	46	..	50	..	44	..	38	..
212.	121	1	120	1	121	1	211	1	211	1	211	77
213.	14	..	15	..	11	..	11	..	11	..	2	181
214.	38	..	38	..	38	..	38	..	38	..	2	168
215.	..	..	..	..	..	..	..	..	..	..	38	38
216.	..	..	..	..	..	..	..	..	..	..	50	50
217.	48	..	48	..	48	..	..	..	6	..	62	62
218.	..	..	..	..	..	..	..	..	50	..	25	13
219.	..	..	..	..	..	..	..	..	54	..	54	..
220.	117	6	111	..	110	..	77	8	76	8	76	3
221.	47	..	47	..	49	2	51	..	49	1	2	51
222.	43	..	43	..	43	..	43	..	43	..	43	..
223.	61	..	61	..	61	..	61	..	61	..	57	4
224.	12	..	11	..	9	..	14	..	12	..	3	9
225.	10	..	12	..	12	..	12	..	12	..	12	12
226.	80	..	80	..	80	..	..	..	..	..	55	55
227.	38	..	4	..	28	1	2	39	2	21	3	86
228.	12	1	14	..	14	..	1	13	1	11	11	1
229.	32	..	31	..	30	..	7	30	25	..	..	38
230.	74	..	72	..	72	..	72	..	70	..	73	1
231.	10	..	8	..	11	..	11	..	8	..	13	19
232.	15	4	19	..	19	..	19	..	19	..	19	19
233.	20	..	20	..	20	..	20	..	20	..	20	20
234.	140	..	140	..	143	..	143	..	143	..	136	2
235.	65	..	65	..	40	25	65	..	56	9	75	..
236.	..	..	..	..	..	..	..	..	..	..	..	..
237.	45	..	45	..	45	..	44	..	44	..	64	12
238.	9	..	12	1	11	..	9	1	8	2	1	11
239.	15	..	15	..	15	..	14	1	15	..	15	..
240.	..	..	..	..	..	..	..	..	..	..	..	..
241.	..	..	..	..	..	..	..	..	..	..	..	..
242.	..	..	..	..	..	..	..	..	..	..	..	..
243.	..	..	..	..	..	..	..	..	..	..	..	..
244.	..	..	..	..	..	..	..	..	..	..	..	..
245.	..	..	..	..	..	..	..	..	..	..	..	..
246.	..	..	..	..	..	..	..	..	..	..	..	..
247.	140	..	140	..	143	..	143	..	143	..	136	2
248.	65	..	65	..	40	25	65	..	56	9	75	..
249.	..	..	..	..	..	..	..	..	..	..	..	..
250.	..	..	..	..	..	..	..	..	..	..	..	..
251.	..	..	..	..	..	..	..	..	..	..	..	..
252.	..	..	..	..	..	..	..	..	..	..	..	..
253.	..	..	..	..	..	..	..	..	..	..	..	..
254.	15	..	15	..	15	..	14	1	15	..	15	..

QUESTION No. 24																								
Local Union No.	Question No. 17		Question No. 18		Question No. 19		Question No. 20		Question No. 21		Question No. 22		Question No. 23		No. 1		No. 2		No. 3		No. 4		No. 5	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
208..	27	..	27	1	16	..	19	..	17	..	18	..	18	..	20	..	18	..	..	..	21	..	21	..
209..	45	..	45	..	45	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..
210..	38	..	38	..	38	..	38	..	38	..	38	..	38	..	38	..	38	..	38	..	38	..	38	..
211..	34	..	44	..	33	..	35	..	35	..	42	..	42	..	33	1	..	..	..	..	..	..	..	..
212..	210	2	119	..	15	..	15	1	15	..	17	..	17	..	17	..	17	..	18	..	17	..	17	..
213..	10	..	34	..	18	..	11	..	5	..	7	..	8	..	10	..	4	..	9	..	10	..	5	..
214..	38	..	38	..	38	..	38	..	38	..	38	..	38	..	38	..	38	..	38	..	38	..	38	..
215..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
216..	..	..	..	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	11	..	11	..	11	..
217..	42	..	..	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..
218..	35	..	35	..	54	..	54	..	54	..	54	..	54	..	54	..	54	..	54	..	54	..	54	..
219..	54	..	54	..	74	..	74	4	76	..	74	..	70	..	70	5	..	..	91	..	91	..	91	..
220..	75	..	74	..	70	..	74	..	48	..	48	..	48	..	48	..	48	..	48	..	48	..	48	..
221..	223	..	50	..	47	..	50	..	1	..	1	..	1	..	1	..	1	..	1	..	1	..	1	..
222..	43	..	43	..	43	..	13	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
223..	61	..	63	..	63	..	63	..	63	..	63	..	63	..	63	..	63	..	63	..	63	..	63	..
224..	7	..	9	..	8	..	7	..	6	..	9	..	11	..	14	..	9	..	11	..	6	..	6	..
225..	9	..	11	..	9	..	10	..	9	..	10	..	9	..	10	..	11	..	9	..	9	..	9	..
226..	55	..	55	..	55	..	55	..	55	..	55	..	55	..	55	..	55	..	55	..	55	..	55	..
227..	28	1	32	..	30	..	17	4	28	..	22	..	30	..	30	..	26	1	22	2	31	..	17	3
228..	10	..	10	..	11	..	11	..	11	..	1	..	11	..	11	..	11	..	1	..	9	..	10	1
229..	28	1	29	..	26	..	26	..	26	..	22	..	25	3	21	..	6	..	15	2	13	6	6	..
230..	52	..	51	..	49	..	48	..	48	..	48	..	46	..	45	..	45	..	45	..	45	..	44	..
231..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..
232..	18	..	18	..	19	..	19	..	19	..	19	..	19	..	19	..	18	..	19	..	19	..	18	..
233..	18	2	20	..	18	..	18	1	18	2	..	..	20	..	20	..	16	3	16	3	16	3	16	3
234..	124	..	122	..	129	..	129	..	123	..	..	..	121	..	117	..	118	..	118	..	118	..	118	..
235..	40	25	63	2	50	15	65	..	65	..	65	..	65	..	65	..	59	6	35	30	65	..	65	..
236..	7	..	7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
237..	11	..	11	..	..	..	..	..	..	..	..	..	11	..	..	..	..	..	11	..	..	..	..
238..	10	..	10	..	..	..	10	..	10	..	12	..	11	..	11	1	..	..	11	..	8	..	8	..
239..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..

Local Union No.	QUESTION No. 24 Continued				QUESTION No. 26				Question No. 27		Question No. 28		QUESTION No. 29			
	No. 6		No. 7		Question No. 25		No. 1		No. 2		No. 3		No. 1		No. 2	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
208..	22	..	23	..	23	..	23	..	23	..	23	..	21	..	23	..
209..	40	..	..	40	40	..	40	..	40	..	40	..	40	..	40	..
210..	38	..	38	..	38	..	38	..	38	..	38	..	38	..	38	..
211..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
213..	17	..	16	1	37	1	37	1	38	..	38	..	37	1	38	..
214..	9	..	12	..	19	..	19	..	13	..	14	..	10	..	9	..
215..	38	..	38	..	38	..	38	..	38	..	38	..	38	..	38	..
216..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
217..	1	11	..	11	12	..	12	..	12	..	12	..	12	..	12	..
218..	35	..	35	..	5	19	5	19	30	1	31	..	12	34	1	31
219..	54	..	54	..	57	..	57	..	30	..	31	..	57	..	57	..
223..	91	..	91	..	74	..	74	..	70	..	74	..	91	..	91	..
224..	48	..	..	48	48	..	48	..	48	..	48	..	48	..	48	..
225..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
228..	63	..	63	..	63	..	63	..	63	..	63	..	63	..	63	..
229..	6	..	10	..	2	..	4	..	4	..	3	..	3	..	2	..
230..	10	..	..	11	10	..	..	11	10	..	11	..	10	..	10	..
231..	..	..	55	..	55	..	55	..	55	..	..	..	55	..	55	..
232..	9	12	18	5	28	1	34	..	31	..	30	..	25	1	21	..
236..	3	8	1	10	8	..	8	..	8	..	8	..	8	..	8	..
241..	20	..	..	23	19	..	20	..	16	..	13	..	13	..	12	..
242..	44	1	40	..	40	..	40	..	41	..	40	..	40	..	40	..
243..	10	1	9	2	11	..	..	11	11	..	11	..	11	..	11	..
245..	19	..	10	9	18	1	19	..	19	..	19	..	18	1	19	..
246..	16	..	..	19	19	..	19	..	19	..	19	..	19	..	18	..
247..	117	..	114	..	114	..	..	..	114	..	114	..	114	..	114	..
249..	65	..	65	..	65	..	65	..	65	..	65	..	60	5	65	..
250..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
251..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
253..	10	..	8	3	10	2	9	..	10	..	12	..	11	1	4	7
254..	14	1	15	..	15	..	14	1	15	..	15	..	15	..	15	..

Local Union No.	Question No. 29 Continued		Question No. 30		Question No. 31		Question No. 32		Question No. 33		Question No. 34		Question No. 35		Question No. 36		Question No. 37		Question No. 38		Question No. 39		Question No. 40		Question No. 41	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
208.	23	..	24	..	24	..	24	..	24	..	24	..	25	..	24	..	24	..	14	6	25	..	24	..	24	..
209.	40	38	40	38	39	38	39	38	40	38	40	38	40	38	40	38	40	38	40	..	40	..	40	..	40	..
210.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
211.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
212.	38	31	38	31	38	31	38	31	38	31	38	31	38	31	38	31	38	31	38	31	38	31	38	31	38	31
213.	38	..	38	..	38	..	38	..	38	..	38	..	38	..	38	..	38	..	38	..	38	..	38	..	38	..
214.	7	..	11	..	18	..	18	..	18	..	14	..	20	..	12	..	17	..	24	14	38	..	11	..	28	..
215.	38	..	38	..	38	..	38	..	38	..	38	..	38	..	38	..	38	..	38	..	8	..	38	..	38	..
216.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
217.	12	..	12	..	..	..	..	..	..	..	..	..	12	..	12	..	..	..	12	..	..	..	..	..	12	..
218.	..	30	27	..	26	3	26	3	25	..	25	..	25	..	25	..	4	..	33	..	33	..	33	..	33	..
219.	57	..	57	..	57	..	57	..	57	..	57	..	57	..	57	..	..	..	57	..	57	..	57	..	57	..
220.	91	..	79	..	71	3	71	3	71	1	71	1	71	..	69	..	15	..	78	..	72	..	72	..	72	..
221.	48	..	48	..	48	..	48	..	48	..	48	..	48	..	48	..	48	..	48	..	48	..	48	..	48	..
222.	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	..	..	12	..	12	..	12	..	12	..
223.	63	..	63	..	62	..	62	..	62	..	62	..	62	..	62	..	61	..	62	..	62	..	62	..	62	..
224.	3	..	30	..	7	..	7	..	5	..	5	..	5	..	6	..	3	..	2	3	4	..	6	..	6	..
225.	10	1	8	..	10	1	10	1	10	..	10	..	10	..	9	..	9	..	55	..	10	..	9	..	12	..
226.	55	..	55	..	55	..	55	..	55	..	55	..	55	..	55	..	..	..	55	..	55	..	55	..	55	..
227.	25	..	21	..	26	2	26	2	23	3	23	3	28	..	28	..	4	..	24	..	25	..	26	..	27	..
228.	8	..	8	..	7	..	7	..	8	..	8	..	8	..	8	..	5	..	8	..	8	..	8	..	8	..
229.	18	..	12	..	15	3	15	3	15	..	15	..	13	..	16	..	1	..	15	..	18	..	16	..	17	..
230.	38	..	38	..	36	..	36	..	36	..	36	..	36	..	36	..	3	..	36	..	35	..	35	..	34	..
231.	11	..	11	..	11	..	11	..	11	..	11	..	11	..	6	..	..	..	11	..	11	..	11	..	11	..
232.	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	18	..	19	..	19	..
233.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
234.	114	..	114	..	114	..	114	..	114	..	114	..	114	..	114	..	..	..	114	..	114	..	114	..	18	..
235.	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	..	..	60	5	65	..	65	..	65	..
236.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
237.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
238.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
239.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
240.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
241.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
242.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
243.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
244.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
245.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
246.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
247.	114	..	114	..	114	..	114	..	114	..	114	..	114	..	114	..	..	..	114	..	114	..	114	..	114	..
248.	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	..	..	60	5	65	..	65	..	65	..
249.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
250.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
251.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
252.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
253.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
254.	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	1	..	15	..	15	..	14	..	15	..

Local Union No.	Question No. 42		Question No. 43		Question No. 44		Question No. 45		Question No. 46		Question No. 47		Question No. 48		Question No. 49		Question No. 50		Question No. 51		Question No. 52	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
208	25	..	23	..	25	..	23	..	25	..	26	..	27	..	26	..	27	..	27	..	27	..
209	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..
210	38	..	38	..	38	..	38	..	38	..	38	..	38	..	38	..	38	..	38	..	38	..
211	24	..	30	..	28	..	23	..	34	..	19	..	17	..	12	..	16	..	24	..	14	..
213	28	..	38	..	38	..	28	..	38	..	38	..	38	..	38	..	38	..	38	..	38	..
214	..	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	1	..	28	..
215	38	..	38	..	38	..	38	..	38	..	38	..	38	..	38	..	38	..	38	..	38	..
216	..	..	38	..	38	..	38	..	38	..	38	..	38	..	38	..	38	..	38	..	38	..
217	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
218	23	..	23	..	5	..	26	..	26	..	26	..	25	..	25	..	22	..	22	..	22	..
219	57	..	54	..	57	..	57	..	57	..	57	..	57	..	57	..	54	..	54	..	57	..
223	71	..	73	..	71	..	71	..	76	..	49	..	48	..	77	..	71	..	70	..	61	..
224	40	..	48	..	48	..	48	..	51	..	51	..	51	..	51	..	51	..	51	..	51	..
225	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
228	63	..	63	..	63	..	63	..	63	..	63	..	63	..	63	..	63	..	63	..	63	..
229	5	..	6	..	5	..	6	..	4	..	6	..	4	..	3	..	5	..	3	..	3	..
230	12	..	10	..	10	..	11	..	11	..	10	..	11	..	9	..	9	..	1	..	7	..
231	..	..	55	..	55	..	55	..	55	..	55	..	55	..	55	..	18	..	55	..	19	..
232	24	..	18	..	15	..	22	..	22	..	22	..	22	..	16	..	14	..	14	..	8	..
236	8	..	8	..	8	..	8	..	8	..	8	..	8	..	17	..	8	..	16	..	8	..
241	16	..	16	..	16	..	16	..	16	..	16	..	17	..	17	..	17	..	16	..	14	..
242	34	..	34	..	34	..	34	..	32	..	32	..	32	..	32	..	31	..	31	..	31	..
243	..	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..
245	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	18	..	11	..
246	17	..	16	..	16	..	16	..	16	..	15	..	15	..	15	..	14	..	14	..	14	..
247	114	..	114	..	114	..	114	..	114	..	114	..	114	..	114	..	114	..	114	..	114	..
249	60	..	65	..	50	..	65	..	50	..	65	..	65	..	62	..	47	..	65	..	65	..
250	7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	..	18	..	..	..
251	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
253	12	..	11	..	6	..	3	..	3	..	3	..	5	..	12	..	..	..	4	..	1	..
254	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..

Local Union No.	Question No. 53		Question No. 54		Question No. 55		Question No. 56		Question No. 57		Question No. 58		Question No. 59		Question No. 60		Question No. 61		Question No. 62	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
208	25	..	28	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	28	..
209	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..
210	..	38	30	..	38	..	38	..	38	..	38	..	38	..	38	..	38	..	38	..
211	9	4	6	9	14	7	17	..	19	..	8	18	15	..	8	16	24	..	..	5
213	38	..	38	..	38	..	38	..	38	..	37	1	38	..	38	..	38	..	38	26
214	28	..	28	..	28	..	28	..	28	..	26	..	28	..	23	..	28	..	25	..
215	..	38	30	..	38	..	38	..	38	..	38	..	38	..	38	..	38	..	38	..
216	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
217	..	12	..	12	..	12	..	..	..	..	..	..	..	..	..	..	..	..	..	..
218	22	..	18	..	30	..	30	..	30	..	23	2	30	..	30	..	22	..	12	..
219	57	..	57	..	57	..	57	..	57	..	57	..	57	..	57	..	54	..	19	4
223	70	9	1	61	1	71	..	71	..	71	..	..	75	..	73	6	75	..	57	..
224	38	..	50	1	2	49	46	5	51	..	51	..	51	..	51	..	51	..	61	14
225	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	51	..
228	63	..	63	..	63	..	63	..	63	..	63	..	63	..	63	..	63	..	12	..
229	2	1	3	2	2	1	6	..	6	..	4	..	4	..	5	..	5	..	63	..
230	..	10	11	..	1	7	9	..	7	..	10	..	11	..	10	..	10	..	6	..
231	..	55	55	..	55	..	..	55	..	55	..	55	..	55	..	..	..	..	..	11
232	16	..	22	..	22	..	22	..	17	5	20	..	18	..	17	..	16	..	..	55
236	8	..	..	8	7	7	7	..	7	..	7	..	7	..	8	..	8	..	16	..
241	..	8	6	7	2	12	..	15	..	..	15	..	15	..	8	..	8	..	8	..
242	30	..	30	..	30	..	30	..	30	..	15	..	15	..	8	..	11	4	13	..
243	11	..	6	5	11	..	11	..	11	..	30	..	28	..	28	..	28	..	28	..
245	..	19	19	..	19	..	19	..	19	..	11	..	11	..	4	..	11	..	11	..
246	14	..	14	..	..	..	14	..	..	..	14	..	19	..	19	..	19	..	19	..
247	114	..	114	..	114	..	114	..	14	..	114	..	14	..	14	..	14	..	14	..
249	65	..	65	..	60	5	65	..	65	..	65	..	114	..	50	15	65	..	114	..
250	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	65	..
251	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
253	1	5	6	..	..	..	..	..	6	..	7	..	6	..	6	..	6	..	5	..
254	15	..	14	1	15	..	15	..	14	1	15	1	15	..	14	1	14	1	15	..

Local Union No.	QUESTION No. 63				Question No. 64	Question No. 65	QUESTION No. 66						Question No. 67		Question No. 68		Question No. 69		Question No. 70	
	No. 1		No. 2				No. 1	No. 2	No. 3	For	Against	For	Against	For	Against	For	Against	For		Against
	For	Against	For	Against																
208	28	..	23	..	23	..	28	..	28	..	28	..	28	..	28	..	28	..	..
209	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	
210	38	7	38	7	38	1	38	..	38	..	38	..	38	..	38	6	37	6	38	
211	..	32	15	..	15	1	15	..	..	..	..	..	..	..	..	..	37	1	..
213	38	..	38	..	38	..	38	..	38	..	38	..	38	..	38	..	38	..	38	
214	23	..	25	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	
215	38	..	38	..	38	..	38	..	38	..	38	..	38	..	38	..	38	..	38	
216	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
217	12	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
218	25	..	30	2	31	2	12	20	12	20	20	12	20	4	31	26	27	1	..	
219	57	..	57	..	57	..	57	..	57	..	57	..	57	..	57	..	57	..	57	
223	74	5	61	..	70	..	76	1	61	11	11	61	11	70	75	78	79	48	..	
224	49	2	51	..	49	1	48	1	48	1	48	1	48	..	48	..	48	..	..
225	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	
228	63	..	64	..	63	..	63	..	63	..	63	..	63	..	63	..	63	..	63	
229	4	1	4	2	4	1	5	4	5	4	1	5	4	7	6	4	4	1	6	
230	10	..	10	1	11	..	11	..	9	..	..	11	..	11	7	3	11	..	5
231	55	..	55	..	55	..	55	..	55	..	55	..	55	..	55	..	55	..	55	
232	14	..	14	..	14	..	8	..	8	..	8	..	8	..	8	..	8	..	8	
236	8	..	8	..	8	..	8	..	9	..	9	..	8	..	8	..	8	..	8	
241	13	..	11	..	12	..	9	..	9	..	9	..	9	..	13	..	14	..	1	
242	28	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	
243	..	19	11	..	5	6	5	6	5	6	6	5	6	5	11	..	11	..	..
245	..	19	19	19	19	19	18	19	18	18	18	18	18	18	18	18	18	18	..	
246	14	2	14	2	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	
247	114	..	114	..	114	..	114	..	114	..	114	..	114	..	114	..	114	..	114	
249	65	..	60	5	65	5	60	5	40	25	59	6	40	25	65	..	65	..	65	
250	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
251	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
253	6	..	..	..	6	..	7	..	7	..	7	..	6	..	7	..	7	..	7
254	13	2	14	1	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	

QUESTION No. 6

Local Union No.	Question No. 1		Question No. 2		Question No. 3		Question No. 4		Question No. 5		Section No. 1		Section No. 2		Section No. 3		Section No. 4		Section No. 5		Section No. 6		Section No. 7	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
255..	18	..	3	13	23	..	23	..	23	76	..	..	20	..	19	..	19	..	19	..	19	..	19	..
256..	75	..	75	..	76	..	76	..	76	3	76	63	76	..	74	79	74	80	74	75	74	79	74	..
257..	82	2	89	..	..	..	..	..	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..
258..	39	..	38	5	..	34	..	74	76	27	1	..	44	..	21	..	..	20	..	..	..	..	..	..
259..	25	..	..	..	..	18	..	..	6	19	..	..	25	..	25	..	..	..	..	..	..	..	..	..
260..	..	33	24	..	..	..	..	..	33	..	4	..	25	..	33	..	..	..	..	..	..	..	..	..
261..	23	..	..	33	..	33	..	..	33	..	..	..	33	..	33	..	..	..	..	..	..	..	..	..
262..	147	..	28	..	..	28	..	..	29	29	..	..	18	..	25	..	..	..	..	..	..	..	..	..
263..	147	..	147	..	..	147	..	..	78	68	..	..	148	..	148	..	..	..	..	..	..	..	..	..
265..	27	1	1	28	..	32	..	..	32	32	..	..	30	..	30	..	..	..	..	..	..	..	..	..
266..	149	..	131	..	137	7	8	141	2	144	..	..	146	..	152	..	..	..	..	..	..	..	..	..
268..	12	..	..	7	9	..	3	5	4	3	7	..	7	..	9	..	..	..	7	..	..	..	..	..
269..	46	..	46	..	..	23	..	33	72	..	45	..	45	..	43	..	..	3	..	..	..	..	..	..
271..	34	..	37	..	..	10	..	..	33	..	34	..	37	..	87	..	..	..	37	..	..	..	..	..
272..	40	..	39	..	..	26	..	29	30	..	39	..	39	..	39	..	..	..	38	..	..	..	..	..
274..	23	..	..	..	..	18	..	25	21	..	23	..	18	..	18	..	..	2	..	..	..	..	..	..
275..	21	..	18	..	..	19	..	..	1	1	16	..	17	..	16	..	..	..	19	..	..	..	..	..
276..	31	..	9	22	..	5	17	30	1	30	31	..	31	..	31	..	..	..	32	..	..	..	..	..
279..	11	..	21	10	..	2	17	5	17	2	17	..	18	..	19	..	..	..	11	3	..	..	..	..
280..	18	..	16	..	..	12	..	18	16	1	17	..	17	..	16	..	..	..	32	..	..	..	..	..
281..	134	..	134	..	..	134	..	..	134	134	..	..	134	..	134	..	..	..	17	..	..	..	..	..
282..	46	..	..	46	..	46	..	..	46	..	46	..	46	..	46	..	..	..	46	..	..	..	..	..
283..	211	..	211	..	..	211	..	..	201	..	211	..	211	..	211	..	..	..	171	..	..	..	..	..
284..	130	..	129	..	127	..	2	128	123	..	124	..	128	..	128	..	..	..	171	..	..	..	..	..
286..	51	..	61	..	..	5	..	60	55	..	51	2	67	..	59	..	..	..	58	..	..	..	..	..
287..	14	1	15	..	..	13	4	11	15	..	12	..	11	..	14	..	..	..	18	..	..	..	..	..
288..	15	1	16	8	..	1	17	15	16	..	10	..	1	14	..	..	16	..	2	10	..	..	..	..
291..	66	2	55	3	78	2	83	2	83	..	72	..	26	..	72	..	..	3	72	..	..	..	..	..
292..	15	..	15	..	3	2	8	8	8	..	5	1	14	..	7	..	..	..	13	..	..	..	..	..
294..	1	9	8	2	..	3	7	10	10	..	..	10	14	..	7	..	..	10	2	..	..	..	..	..
295..	18	..	12	9	..	11	4	..	..	..	13	..	20	..	12	3	..	10	14	..	..	..	..	..
297..	11	..	11	..	..	2	..	11	11	..	11	..	11	..	11	..	..	..	11	..	..	..	..	..

QUESTION No. 8														
Local Union No.	Article I						Article II						Question No. 9	
	Question No. 7			Section No. 1			Section No. 2			Section No. 3			For	Against
	For	Against		For	Against		For	Against		For	Against			
255..	19	..	..	20	..	..	20	..	..	10	1	10	19	..
256..	74	..	..	74	..	..	74	..	..	74	..	74	74	..
257..	65	2	..	42	..	..	70	..	..	77	..	77	68	1
258..	30	..	..	21	..	59	25	..	53	..	56	60	49	..
259..	25	..	..	25	..	..	25	..	..	25	..	25	25	..
260..	33	..	..	33	..	..	33	..	..	33	..	33	34	..
261..	28	..	..	28	..	..	28	..	..	28	..	28	28	..
262..	149	..	..	5	..	134	5	..	141	136	2	136	136	..
265..	33	..	..	27	..	..	27	..	..	27	..	27	27	..
266..	146	..	..	150	..	2	143	..	..	148	..	148	148	..
268..	..	6	..	5	..	..	4	..	..	3	..	3	7	..
269..	41	..	..	37	..	..	51	..	2	46	..	46	46	..
271..	37	..	..	36	1	..	36	1	36	36	1	36	36	..
272..	20	6	..	25	..	..	25	..	..	30	..	30	40	..
274..	28	..	..	27	..	..	27	..	..	26	..	26	27	..
275..	21	..	..	21	..	..	20	..	..	21	..	21	22	..
276..	32	..	..	31	1	..	32	..	..	28	1	32	32	..
279..	10	..	..	19	..	12	18	..	18	2	14	4	18	3
280..	17	..	..	3	3	..	16	..	..	16	..	16	16	..
281..	134	..	..	134	..	..	134	..	..	134	..	134	134	..
282..	46	..	..	46	..	..	46	..	..	46	..	46	46	..
283..	191	..	..	191	..	..	171	2	..	191	..	191	191	..
284..	118	..	..	111	20	..	120	1	120	116	1	116	126	..
286..	59	..	..	63	..	..	50	..	..	44	..	48	62	..
287..	14	..	..	1	15	..	1	15	1	6	..	1	10	..
288..	17	..	..	18	..	..	18	..	..	18	..	18	21	..
291..	80	..	..	104	..	..	104	..	..	104	..	104	89	..
292..	13	..	..	7	2	..	13	..	13	13	..	13	13	..
294..	10	..	..	6	4	..	6	4	4	..	..	..	9	1
295..	14	..	..	15	1	..	19	1	..	19	1	19	18	..
297..	11	..	..	11	..	..	11	..	..	11	..	11	11	..

[illegible]

QUESTION No. 24

Local Union No.	Question No. 17		Question No. 18		Question No. 19		Question No. 20		Question No. 21		Question No. 22		Question No. 23		No. 1		No. 2		No. 3		No. 4		No. 5	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
255..	20	..	20	..	9	4	20	..	11	..	10	..	18	1	18	1	18	1	18	1	18	1	18	1
256..	72	..	72	..	72	..	72	..	72	..	70	..	70	..	70	..	70	..	70	..	70	..	70	..
257..	67	..	65	..	59	5	73	..	72	..	1	..	67	..	4	..	110	..	9	..	42	..	56	..
258..	47	..	49	..	43	..	56	..	35	..	2	..	37	..	48	..	47	..	65	..	25	..	19	..
259..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	..	..	..	..	25	..
260..	34	..	34	..	34	..	34	..	34	..	33	..	33	..	33	..	33	..	..	..	33	..	33	..
261..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
262..	107	..	99	..	98	..	96	..	94	..	94	..	93	..	94	..	93	..	1	..	10	..	93	..
263..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	..	..	27	..	27	..
266..	141	..	138	..	133	1	133	..	134	..	132	..	129	..	127	..	125	..	129	..	132	..	123	..
268..	2	..	1	..	16	3	17	..	16	..	5	..	3	..	16	..	4	..	5	..	3	..	3	..
269..	48	..	47	..	32	..	32	..	29	..	16	..	16	..	16	..	17	..	..	..	17	..	18	..
271..	32	..	32	..	32	..	32	..	29	..	32	..	32	..	33	..	32	..	..	..	32	..	32	..
272..	40	..	40	..	39	1	33	..	39	..	39	..	35	..	30	..	33	..	5	..	29	..	30	..
274..	17	..	17	..	19	..	19	..	30	..	32	..	35	..	30	..	30	..	1	..	30	..	30	..
275..	21	..	22	..	22	..	23	..	23	..	..	..	23	..	23	..	23	..	..	..	19	..	15	..
276..	26	..	27	..	21	2	24	..	26	..	25	..	25	..	24	..	25	..	..	..	19	..	24	..
279..	10	..	12	..	7	..	7	..	8	..	7	..	8	..	8	..	7	..	..	..	5	..	4	..
280..	16	..	16	..	5	1	6	..	6	..	6	..	6	..	6	..	6	..	..	..	6	..	6	..
281..	134	..	134	..	..	134	..	134	..	134	..	134	..	134	..	134	..	134	..	..	..	134	..	
282..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	..	..	46	..	46	..
283..	191	..	191	..	191	..	191	..	181	..	181	..	181	..	181	..	181	..	181	..	181	..	181	..
284..	118	..	117	..	118	..	116	..	112	..	117	..	118	..	126	..	126	..	123	..	..	..	115	..
286..	33	..	35	..	..	..	26	..	34	..	39	..	37	..	35	..	..	..	..	..	..	..	..	..
287..	12	..	15	..	14	..	15	..	15	..	15	..	15	..	15	..	15	..	4	..	3	..	13	..
288..	18	..	18	..	16	1	11	..	11	..	1	..	12	..	14	..	14	..	1	..	18	..	14	..
291..	98	..	112	..	108	..	81	..	100	..	9	..	89	..	88	..	88	..	..	..	88	..	88	..
292..	10	..	11	..	5	2	*	..	8	..	10	..	10	..	9	..	4	..	..	..	9	..	9	..
294..	8	..	2	..	8	2	7	..	6	..	4	..	10	..	8	..	8	..	..	..	8	..	8	..
295..	12	..	10	..	12	5	17	..	17	..	18	..	18	..	16	..	16	..	2	..	16	..	16	..
297..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	..	..	11	..	11	..

QUESTION No. 24 Continued				QUESTION No. 26				Question No. 27		Question No. 28		QUESTION No. 29							
No. 6		No. 7		Question No. 25		No. 1		No. 2		No. 3		No. 1		No. 2		No. 3		No. 4	
For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
255..	18	1	1	18	1	18	1	18	1	18	1	18	1	18	1	18	1	18	1
256..	70	..	..	70	..	70	..	70	..	70	..	70	..	70	..	70	..	70	..
257..	6	98	..	74	..	78	..	73	..	73	..	65	..	65	..	67	..	57	..
258..	32	..	13	59	..	34	..	55	..	38	..	45	..	29	..	49	..	37	..
259..	25	..	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..
260..	33	..	33	..	..	33	..	33	..	33	..	33	..	33	..	33	..	25	..
261..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
262..	93	..	..	92	..	93	..	93	..	91	..	91	..	91	..	90	..	91	..
265..	27	..	..	27	..	27	..	27	..	18	..	19	..	19	..	19	..	19	..
266..	126	2	..	123	..	122	..	117	..	121	..	118	..	120	..	120	..	120	..
268..	8	..	..	2	..	5	..	7	..	5	..	6	..	5	..	5	..	5	..
269..	18	..	2	18	..	16	..	20	..	20	..	19	..	18	..	17	..	17	..
271..	32	..	..	32	..	32	..	32	..	32	..	32	..	32	..	32	..	32	..
272..	28	..	..	27	..	47	2	30	18	50	..	50	..	45	4	45	4	30	20
274..	30	1	..	30	..	39	..	39	..	17	11	29	..	21	1	21	1	21	1
275..	19	1	..	18	4	19	..	20	1	17	1	21	..	20	..	18	2	18	2
276..	24	1	..	9	10	24	..	24	..	24	..	24	..	24	..	24	..	24	..
279..	9	..	6	9	..	6	..	9	..	9	..	9	..	9	..	9	..	9	..
280..	6	..	..	6	..	6	..	6	..	6	..	6	..	6	..	6	..	6	..
281..	134	..	..	134	..	134	..	134	..	134	..	134	..	134	..	134	..	134	..
282..	46	..	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..
283..	171	..	..	17	..	171	..	171	..	171	..	151	..	151	..	181	..	171	..
284..	119	..	2	117	1	118	..	123	1	122	..	125	1	117	..	125	..	122	..
286..	..	..	..	..	..	26	..	29	..	34	..	12	..	..	..	12	..	29	..
287..	13	..	..	13	..	13	..	13	..	13	..	12	..	..	..	12	..	12	..
288..	15	..	3	11	3	14	2	14	2	11	..	16	..	..	..	11	..	12	..
291..	88	..	..	97	..	121	1	121	1	65	..	70	..	..	..	66	..	66	..
292..	9	..	..	9	..	9	..	9	..	5	..	7	..	..	..	3	..	7	..
294..	8	2	..	7	3	7	3	7	3	9	1	10	..	..	..	10	..	10	..
295..	16	..	..	11	..	17	2	11	..	17	..	19	..	..	..	10	..	16	..
297..	11	..	..	11	..	11	..	11	..	11	..	11	..	..	..	11	..	11	..

Local Union No.	Question No. 29 Con- tinued		Question No. 30		Question No. 31		Question No. 32		Question No. 33		Question No. 34		Question No. 35		Question No. 36		Question No. 37		Question No. 38		Question No. 39		Question No. 40		Question No. 41		
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	
255.	18	1	18	1	18	1	18	1	18	1	18	1	18	1	18	1	18	1	18	1	19	..	19	..	18	1	
256.	70	..	70	..	70	..	70	..	72	..	72	..	72	..	72	..	72	..	72	..	72	..	72	..	72	..	
257.	73	..	65	68	138	61	110	46	66	13	66	13	2	46	..	74	..	73	..	64	..	64	..	52	..		
258.	40	..	9	..	31	..	31	..	25	25	25	25	27	..	3	28	1	42	45	135	9	20	6	30	..		
259.	25	..	25	..	25	..	25	..	32	..	32	..	32	..	25	..	25	..	25	..	25	..	25	..	25	..	
260.	..	33	32	..	32	..	32	..	32	..	32	..	32	..	32	..	32	..	32	..	32	..	32	..	32	..	
261.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
262.	91	..	91	..	34	22	85	..	85	..	85	..	85	..	85	..	85	..	84	1	85	..	85	..	85	..	
265.	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	16	1	19	1	19	1	19	1	19	1	
266.	120	..	118	..	7	118	123	..	124	..	124	..	123	..	111	37	133	..	135	..	141	..	140	..	136	..	
268.	..	2	6	..	6	..	9	..	5	..	5	..	4	..	5	..	6	3	5	..	8	..	3	..	5	..	
269.	17	..	18	..	19	..	17	1	16	..	16	..	18	..	18	..	17	..	19	..	20	..	18	..	20	..	
271.	32	..	32	..	32	..	32	..	14	3	14	3	14	3	14	3	14	3	32	..	32	..	32	..	32	..	
272.	39	..	40	..	50	..	50	..	50	..	50	..	50	..	50	..	22	18	49	..	50	..	50	..	45	..	
274.	21	1	33	..	31	..	31	..	16	9	16	9	33	1	33	..	27	1	29	2	35	1	24	..	35	1	
275.	20	..	21	..	20	1	20	1	21	1	21	1	22	..	21	..	14	..	20	..	20	1	22	..	18	..	
276.	24	..	24	..	24	..	24	..	20	4	20	4	24	..	23	1	21	..	23	1	23	1	22	2	24	..	
279.	9	..	9	..	8	1	9	..	5	..	5	..	9	..	9	..	7	..	6	..	7	..	6	1	9	..	
280.	6	..	6	..	6	..	6	..	6	..	6	..	6	..	6	..	6	..	6	..	6	..	6	..	6	..	
281.	134	..	134	134	..	134	..	134	..	134	..	134	..	134	..	134	..	134	..	134	..	134	..	134	..
282.	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	
283.	171	..	171	..	141	..	171	..	161	..	161	..	161	..	161	..	141	..	151	..	151	..	161	..	161	..	
284.	123	..	113	..	117	7	114	1	118	..	118	..	118	..	120	..	113	5	116	..	123	1	116	..	113	..	
286.	28	..	35	..	37	..	37	..	37	..	37	..	..	..	..	..	..	..	25	..	32	..	32	..	36	..
287.	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	8	2	10	2	12	..	12	..	12	..	
288.	11	..	15	..	6	9	17	..	17	..	17	..	18	..	18	..	17	..	17	..	18	..	18	..	18	..	
291.	66	..	58	..	124	..	115	..	127	1	127	1	104	..	54	21	57	18	95	..	166	*	87	..	103	..	
292.	7	..	7	..	7	..	7	..	3	2	3	2	5	..	7	..	1	6	7	..	*	6	1	7	..	7	..
294.	10	..	10	..	9	1	9	1	10	..	6	4	10	..	8	2	7	3	7	3	9	1	10	..	7	..	
295.	19	..	19	..	20	..	20	..	18	..	18	..	18	..	21	..	16	2	22	..	21	..	10	..	20	1	
297.	11	..	11	..	55	5	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	

Local Union No.	Question No. 42		Question No. 43		Question No. 44		Question No. 45		Question No. 46		Question No. 47		Question No. 48		Question No. 49		Question No. 50		Question No. 51		Question No. 52	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
255	18	1	19	..	18	1	18	1	18	1	18	1	18	1	18	1	18	1	18	1	18	1
256	72	..	72	..	72	..	72	..	72	..	72	..	72	..	72	..	72	..	72	..	72	..
257	55	..	47	..	35	..	22	..	12	..	31	..	38	..	35	..	40	..	40	..	43	..
258	32	..	30	2	29	1	..	41	..	2	11	3	45	..	23	..	23	..	25	..
259	25	..	25	..	25	..	25	25	..	25	..	25	..	25	..	25	..	25	..
260	31	..	31	..	31	..	31	..	..	..	..	..	..	30	..	30	..	..	..	30	..
261	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
262	87	..	88	..	81	1	82	..	83	..	73	..	74	..	74	..	70	..	70	..	68	..
265	19	1	20	..	..	20	20	20	..	20	..	20	..	20	..	20	..	20	..	20	..
266	127	2	133	1	128	1	128	..	131	1	124	..	123	..	127	..	120	1	123	..	127	..
268	6	..	6	1	3	4	1	..	9	6	..	5	1	4	..	2	..	1	..
269	19	..	19	1	20	..	17	..	6	12	16	2	..	16	..	16	..	20	..	16	..	
271	32	..	32	..	32	..	32	..	32	..	32	..	32	..	32	..	28	..	28	..	28	..
272	45	..	22	22	39	..	39	..	10	11	9	22	..	35	..	33	..	33	..	32	..	
274	37	..	30	1	28	..	29	..	19	4	32	..	..	14	..	28	..	26	..	20	..
275	27	..	5	24	26	1	26	..	21	..	33	..	..	31	..	29	..	30	..	28	..
276	24	..	24	..	23	1	24	..	24	..	24	..	..	24	..	24	..	24	..	24	..
279	9	..	9	..	8	..	9	..	8	..	9	..	..	9	..	9	..	5	..	5	..
280	6	..	6	..	6	..	6	..	6	..	6	..	..	6	..	6	..	6	..	6	..
281	134	..	134	..	134	..	134	..	134	..	134	..	..	134	..	134	..	134	..	134	..
282	46	..	46	..	46	..	46	..	46	..	46	..	..	46	..	46	..	46	..	46	..
283	161	..	161	..	161	..	161	..	161	..	161	..	..	161	..	161	..	171	..	161	..
284	119	..	118	..	117	..	119	..	119	..	119	..	..	119	..	113	..	114	..	114	..
286	33	..	41	..	34	1	39	..	35	1	38	..	..	33	..	32	..	26	..	34	..
287	12	..	12	..	10	..	9	..	9	..	9	..	..	9	..	9	..	9	..	9	..
288	18	1	15	..	15	..	15	..	17	..	16	..	..	15	..	5	2	6	..	..	2
291	78	5	17	62	57	12	74	1	74	1	74	..	..	91	3	66	1	89	1	72	..
292	7	..	7	..	7	..	7	..	7	..	7	..	..	7	..	7	..	7	..	7	..
294	8	..	7	8	9	1	9	1	10	..	9	..	..	10	..	2	7	10	..	1	7
295	20	..	19	..	19	..	19	..	19	2	20	..	..	19	..	19	..	18	..	19	1
297	11	..	11	..	11	..	11	..	11	..	11	..	..	11	..	11	..	11	..	11	..

	Question No. 53	Question No. 54	Question No. 55	Question No. 56	Question No. 57	Question No. 58	Question No. 59	Question No. 60	Question No. 61	Question No. 62											
Local Union No.	Question No. 53		Question No. 54		Question No. 55		Question No. 56		Question No. 57		Question No. 58		Question No. 59		Question No. 60		Question No. 61		Question No. 62		
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	
255	18	1	18	1	18	1	18	1	18	1	18	1	18	1	18	1	18	1	18	1	
256	72	..	72	..	71	..	71	..	71	..	71	..	71	..	71	..	71	..	71	..	
257	..	57	..	40	3	6	43	6	43	6	22	10	39	..	34	..	39	..	44	..	
258	..	52	..	38	..	58	..	43	..	43	1	25	..	13	..	3	..	22	..	25	..
259	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	
260	..	33	..	30	30	..	30	..	30	..	30	..	30	..	30	..	31	..	30	..	
261	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
262	..	64	..	68	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
265	4	..	68	..	68	..	68	..	68	..	68	..	68	..	68	..	68	..	68	..	
266	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	
268	1	126	1	126	120	..	121	..	119	..	121	..	117	..	117	..	118	..	121	..	
269	3	..	3	..	4	..	3	..	4	..	3	..	2	..	..	..	4	..	4	..
271	17	..	21	..	19	..	15	..	19	..	20	..	19	..	12	..	20	..	17	..	
272	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	
273	26	3	32	..	32	..	31	..	19	12	29	..	29	..	29	..	29	..	25	..	
274	18	6	32	..	31	..	29	..	31	1	38	..	35	..	17	2	32	..	26	..	
275	27	..	28	..	26	..	31	..	27	1	31	..	27	..	26	..	31	..	30	..	
276	24	..	24	..	24	..	24	..	25	..	23	1	18	6	24	..	23	..	24	..	
279	..	7	9	..	6	4	7	..	9	..	9	..	9	..	8	..	6	..	5	..	
280	6	..	6	..	6	..	6	..	6	..	6	..	6	..	6	..	6	..	6	..	
281	134	..	134	..	134	..	134	..	134	..	134	..	134	..	134	..	134	..	134	..	
282	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	
283	161	..	161	..	161	..	161	..	161	..	161	..	161	..	161	..	161	..	151	..	
284	115	..	119	..	114	..	115	..	116	..	3	119	114	..	113	..	121	..	116	..	
286	32	..	6	..	27	..	30	..	33	..	33	1	24	..	33	..	33	..	35	..	
287	9	..	9	..	9	..	9	..	8	..	9	..	9	..	9	..	9	..	9	..	
288	6	..	6	..	10	..	7	..	8	..	6	..	6	..	6	..	7	..	1	..	
291	91	6	80	1	72	1	73	..	88	2	94	..	81	..	59	25	97	1	66	6	
292	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	
294	8	..	10	..	9	..	9	..	8	..	8	..	7	..	7	..	7	..	1	..	
295	9	10	20	..	19	..	18	..	6	14	18	3	19	..	18	..	20	..	18	..	
297	11	..	11	..	11	..	11	..	7	..	..	..	..	..	..	..	..	..	..	..

Local Union No.	QUESTION No. 63			Question No. 64		Question No. 65		QUESTION No. 66				Question No. 67		Question No. 68		Question No. 69		Question No. 70	
	No. 1		No. 2	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
255	18	1		18	1	18	1	18	1	18	1	18	1	18	1	18	1	18	1
256	71	..		71	..	71	..	71	..	71	..	71	..	71	..	71	..	71	..
257	42	..		42	..	44	..	40	..	40	..	40	..	42	..	42	..	43	..
258	34	..		19	1	20	..	28	..	28	..	26	3	26	3	25	1	16	..
259	25	..		25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..
260	30	..		30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..
261	..	..		..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
262	68	..		69	..	71	..	68	..	68	..	68	..	68	..	68	..	68	..
265	20	..		20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..
266	119	1		119	1	120	..	119	..	119	..	119	..	119	..	119	..	119	..
268	..	6	4	..	4	4	..	2	..	3	..	8	..	3	..	6	..	8	..
269	..	1		16	..	17	..	19	..	19	..	20	..	17	..	19	..	20	..
271	28	..		28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..
272	29	..		20	9	25	5	25	..	25	..	25	..	25	..	25	..	25	..
274	12	21		12	21	22	..	32	..	..	..	30	..	35	..	28	..	31	..
275	28	2		33	..	31	..	31	..	21	3	30	..	29	..	13	12	29	1
276	24	..		22	2	24	..	24	..	24	..	24	..	24	..	24	..	24	..
279	..	7	1	9	..	8	..	8	..	8	..	8	..	9	..	8	..	9	..
280	6	..		6	..	6	..	6	..	6	..	6	..	6	..	6	..	6	..
281	134	..		134	..	134	..	134	..	134	..	134	..	134	..	134	..	134	..
282	46	..		46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..
283	151	..		141	..	141	..	141	..	151	..	151	..	151	..	151	..	151	..
284	115	..		123	..	124	..	121	..	121	..	121	..	121	..	117	..	122	1
286	32	..		31	..	33	..	28	..	26	..	33	..	33	..	30	..	33	..
287	9	..		9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
288	..	..		11	..	8	..	3	4	3	4	10	..	7	..	2	9	10	..
291	99	..		99	..	99	..	91	..	91	..	114	2	108	1	90	..	113	..
292	7	..		7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..
294	..	10		..	10	..	6	3	..	5	..	9	..	10	..	10	..	10	..
295	19	2		21	..	20	..	18	..	18	..	20	..	20	..	20	..	20	..
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QUESTION No. 6

Local Union No.	Question No. 1		Question No. 2		Question No. 3		Question No. 4		Question No. 5		Section No. 1		Section No. 2		Section No. 3		Section No. 4		Section No. 5		Section No. 6		Section No. 7	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
298..	60	12	5	7	12	30	12	61	12	61	12	61	12	61	12	61	12	61	12	61	12	61	12	61
299..	54	33	4	32	28	4	22	47	31	48	31	48	31	48	31	48	31	48	31	48	31	48	31	48
300..	49	48	3	29	15	18	47	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43
301..	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43
302..	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43
303..	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43
304..	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43
305..	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43
306..	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43
307..	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43
308..	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43
309..	1016	10	1015	11	1016	10	1015	11	1016	10	1015	11	1016	10	1015	11	1016	10	1015	11	1016	10	1015	11
310..	60	59	57	6	60	58	14	11	60	19	60	19	60	19	60	19	60	19	60	19	60	19	60	19
311..	18	18	5	11	17	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11
312..	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11
313..	24	24	17	1	18	6	6	18	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14
314..	5	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7
315..	26	6	2	4	18	2	4	18	2	4	18	2	4	18	2	4	18	2	4	18	2	4	18	2
316..	28	8	1	36	20	1	36	20	1	36	20	1	36	20	1	36	20	1	36	20	1	36	20	1
317..	27	1	1	28	20	1	28	20	1	28	20	1	28	20	1	28	20	1	28	20	1	28	20	1
318..	62	21	41	62	21	41	62	21	41	62	21	41	62	21	41	62	21	41	62	21	41	62	21	41
319..	33	19	100	91	73	53	129	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62
320..	74	45	118	120	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121
321..	45	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46
322..	32	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
323..	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25
324..	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
325..	22	3	25	21	23	2	25	21	23	2	25	21	23	2	25	21	23	2	25	21	23	2	25	21
326..	31	26	4	23	18	18	31	13	10	31	13	10	31	13	10	31	13	10	31	13	10	31	13	10
327..	135	133	46	138	6	128	139	139	139	139	139	139	139	139	139	139	139	139	139	139	139	139	139	139
328..	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
329..	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
330..	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25
331..	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
332..	22	3	25	21	23	2	25	21	23	2	25	21	23	2	25	21	23	2	25	21	23	2	25	21
333..	33	25	20	23	18	18	31	13	10	31	13	10	31	13	10	31	13	10	31	13	10	31	13	10
334..	31	26	4	23	18	18	31	13	10	31	13	10	31	13	10	31	13	10	31	13	10	31	13	10
335..	135	133	46	138	6	128	139	139	139	139	139	139	139	139	139	139	139	139	139	139	139	139	139	139
336..	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
337..	14	2	1	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16

QUESTION No. 8										QUESTION No. 9									
Article I										Article II									
Question No. 7		Section No. 1		Section No. 2		Section No. 3		Section No. 4		Section No. 5		Section No. 6		Section No. 1		Section No. 2		Section No. 3	
		For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
Local Union No.																			
298..	12	12	30	10	2	12	7	12	1	11	7	12	7	12	15	11	1	11	1
299..	61	3	31	14	7	14	31	14	7	14	31	14	7	14	31	7	15	6	12
300..	31	31	1	31	48	31	1	31	1	31	1	31	1	31	1	31	1	31	1
301..	47	45	1	12	11	12	43	12	11	12	43	12	11	12	43	12	11	12	43
302..	43	43	1	43	1	43	1	43	1	43	1	43	1	43	1	43	1	43	1
303..	30	12	10	9	7	8	12	12	4	14	4	16	4	18	4	13	7	10	11
304..	10	10	18	9	18	2	14	6	11	1	17	1	16	10	18	1	12	10	12
305..	19	10	18	9	18	2	14	6	11	1	17	1	16	10	18	1	12	10	12
306..	11	11	1	10	1	9	9	16	1	11	9	7	1	12	1	12	1	12	1
307..	135	120	1	122	1	31	21	114	16	110	29	15	116	111	30	127	1	1016	1
308..	1015	6	1015	1	1015	1	1015	1	1015	1	1015	1	1015	1	1015	1	1015	1	1015
309..	60	60	1	59	1	59	1	60	1	60	1	59	1	60	1	58	1	58	1
310..	21	21	1	21	1	21	1	21	1	21	1	16	1	21	1	21	1	21	1
311..	11	11	1	11	1	11	1	11	1	11	1	11	1	11	1	11	1	11	1
312..	19	3	12	3	12	3	12	3	12	3	12	3	12	4	8	9	7	3	13
313..	3	1	6	1	6	1	6	1	6	1	6	1	6	1	6	7	7	7	7
314..	25	25	1	21	1	27	26	26	1	27	26	27	1	21	2	27	2	27	2
315..	39	3	33	15	12	13	20	11	24	11	18	15	17	23	3	23	2	20	4
316..	28	28	1	28	1	28	1	28	1	28	1	28	1	28	1	28	1	28	1
317..	62	62	1	62	1	62	1	62	1	62	1	62	1	62	1	62	1	62	1
318..	131	12	119	121	1	119	3	122	131	181	131	117	6	123	142	142	124	124	150
319..	120	120	2	121	1	119	43	43	44	42	44	15	8	15	8	41	2	40	2
320..	45	31	31	25	31	25	31	25	31	25	31	25	31	25	31	25	31	25	31
321..	31	25	2	25	2	25	2	25	2	25	2	25	2	25	2	25	2	25	2
322..	25	25	2	25	2	25	2	25	2	25	2	25	2	25	2	25	2	25	2
323..	21	21	4	23	2	22	22	22	22	20	20	18	19	19	19	19	19	19	19
324..	31	31	31	23	8	30	1	31	129	12	5	24	24	24	24	24	132	24	24
325..	139	46	129	49	16	50	16	50	16	49	16	50	16	49	16	50	16	50	16
326..	131	12	119	121	1	119	3	122	131	181	131	117	6	123	142	142	124	124	150
327..	122	120	2	121	1	119	43	43	44	42	44	15	8	15	8	41	2	40	2
328..	45	31	31	25	31	25	31	25	31	25	31	25	31	25	31	25	31	25	31
329..	31	25	2	25	2	25	2	25	2	25	2	25	2	25	2	25	2	25	2
330..	25	25	2	25	2	25	2	25	2	25	2	25	2	25	2	25	2	25	2
331..	23	23	4	23	2	23	2	23	2	23	2	23	2	23	2	23	2	23	2
332..	21	21	4	23	2	22	22	22	22	20	20	18	19	19	19	19	19	19	19
333..	21	21	4	23	2	22	22	22	22	20	20	18	19	19	19	19	19	19	19
334..	31	31	31	23	8	30	1	31	129	12	5	24	24	24	24	24	132	24	24
335..	139	46	129	49	16	50	16	50	16	49	16	50	16	49	16	50	16	50	16
336..	46	46	129	49	16	50	16	50	16	49	16	50	16	49	16	50	16	50	16
337..	..	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16

Local Union No.	QUESTION No. 15										Question No. 16	
	Question No. 10		Question No. 11		Question No. 12		Question No. 13		Question No. 14		Question No. 16	
	For	Against	For	Against	For	Against	For	Against	For	Against		
298.	12	..	12	..	12	..	12	..	11	1	11	1
299.	60	..	60	..	60	..	60	..	60	..	60	..
300.	31	..	31	..	31	..	31	..	31	..	31	..
301.	48	..	48	..	48	..	48	..	48	..	48	..
302.	43	..	43	..	43	..	43	..	43	..	43	..
304.	22	..	23	..	23	..	23	..	23	..	23	..
305.	11	..	17	..	17	..	17	..	17	..	17	..
306.	16	..	16	..	16	..	16	..	16	..	16	..
308.	135	..	139	..	139	..	139	..	139	..	139	..
309.	1016	..	1016	..	1016	..	1016	..	1016	..	1016	..
310.	50	..	55	..	55	..	55	..	55	..	55	..
311.	21	..	21	..	21	..	21	..	21	..	21	..
315.	11	..	11	..	11	..	11	..	11	..	11	..
316.	15	..	16	..	16	..	16	..	16	..	16	..
320.	..	..	..	..	..	..	..	..	..	..	..	..
321.	27	..	2	..	2	..	2	..	2	..	2	..
322.	30	..	31	..	33	..	30	..	30	..	30	..
323.	28	..	28	..	28	..	28	..	28	..	28	..
325.	62	..	62	..	62	..	62	..	62	..	62	..
326.	150	..	150	..	150	..	150	..	150	..	150	..
327.	124	..	124	..	124	..	124	..	124	..	124	..
328.	45	..	45	..	45	..	45	..	45	..	45	..
329.	28	..	28	..	28	..	28	..	28	..	28	..
330.	25	..	25	..	25	..	25	..	25	..	25	..
331.	38	..	38	..	38	..	38	..	38	..	38	..
332.	25	..	25	..	25	..	25	..	25	..	25	..
333.	14	..	14	..	14	..	14	..	14	..	14	..
334.	24	..	24	..	24	..	24	..	24	..	24	..
335.	137	..	137	..	137	..	137	..	137	..	137	..
336.	50	..	50	..	50	..	50	..	50	..	50	..
337.	..	..	..	..	..	..	..	..	..	..	..	..

QUESTION No. 24

Local Union No.	Question No. 17		Question No. 18		Question No. 19		Question No. 20		Question No. 21		Question No. 22		Question No. 23		QUESTION No. 24					
	For	Against	For	Against	For	Against	For	Against	For	Against	No. 1		No. 2		No. 3		No. 4		No. 5	
											For	Against	For	Against	For	Against	For	Against	For	Against
298..	11	1	12	..	12	..	12	..	12	..	12	..	12	..	11	1	12	..	11	1
299..	60	60	60	31	60	31	60	31	60	31	60	31	60	31	60	31	60	31	60	31
300..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	..	58	2	31	..	..
301..	43	..	43	..	40	..	43	..	42	..	42	..	42	..	42	..	42	..	42	..
302..	43	..	43	..	43	..	43	..	43	..	43	..	43	..	43	..	43	..	43	..
303..	23	3	23	5	29	..	23	3	20	7	5	..	23	5	23	4	20	7	18	5
304..	23	8	23	5	29	..	23	8	20	7	..	11	9	11	11	20	4	18	4	2
305..	6	..	9	..	5	4	3	..	4	2	6	..	9	..	1	7	4	2	4	2
306..	14	..	19	1	18	1	20	..	18	..	1	..	20	..	16	1	15	2	1	19
307..	290	..	350	..	311	..	221	..	123	..	..	..	200	1	20	..	17	..	15	10
308..	290	..	350	..	311	..	221	..	123	..	..	..	200	1	20	..	17	..	15	10
309..	998	..	998	..	998	..	998	..	998	..	1012	..	1012	..	1013	..	1013	..	1013	..
310..	50	..	50	..	48	..	48	..	48	..	48	..	48	..	48	..	48	..	48	..
311..	21	..	20	..	21	..	20	..	20	..	20	..	20	..	20	..	19	..	18	..
312..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..
313..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..
316..	16	..	14	..	14	..	14	..	16	..	17	..	17	..	17	..	16	..	5	9
320..	..	1	8	..	1	7	8	..	..	7	7	..	8	..	5	..	5	..	5	..
321..	15	..	25	..	16	1	17	..	17	..	6	10	17	..	17	..	17	..	16	1
322..	31	1	31	..	30	1	30	..	32	..	29	..	31	..	26	2	30	..	13	12
323..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..
324..	62	..	62	..	62	..	62	..	62	..	62	..	62	..	62	..	62	..	62	..
325..	62	..	62	..	62	..	62	..	62	..	62	..	62	..	62	..	62	..	62	..
326..	150	..	150	..	150	..	84	..	84	..	84	..	84	..	84	..	84	..	84	..
327..	124	..	124	..	124	..	124	..	124	..	124	..	124	..	124	..	124	..	124	..
328..	44	..	44	..	44	..	44	..	44	..	44	..	44	..	14	..	14	..	14	..
329..	24	..	24	..	24	..	24	..	24	..	24	..	24	..	24	..	24	..	24	..
330..	28	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..
331..	38	..	38	..	38	..	38	..	36	..	36	..	36	..	36	..	36	..	35	..
332..	25	..	25	..	24	1	25	..	25	..	25	..	25	..	25	..	25	..	25	..
333..	10	3	16	..	11	19	19	..	14	..	14	..	14	..	11	..	11	..	11	..
334..	36	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..
335..	129	..	128	..	30	..	33	..	34	..	31	..	34	..	31	..	30	..	30	..
336..	49	..	49	..	49	..	48	..	46	..	13	..	28	..	41	..	46	..	46	..
337..	..	13	..	11	..	12	..	..	..	..	..	..	..	12	..	..	..	..	..	..

QUESTION No. 24 Continued				QUESTION No. 25				QUESTION No. 26				Question No. 27		Question No. 28		QUESTION No. 29			
No. 6		No. 7		No. 1		No. 2		No. 3		No. 1		No. 2		No. 3		No. 1		No. 2	
For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
298..	7	5	..	12	..	7	60	31	..	5	7	10	60	31	..	10	60	31	..
299..	60	..	31	60	..	60	..	31	..	60	..	60	..	31	..	60	..	31	..
300..	..	..	31	1	30	..	..	31	..	..	..	..	..	31	..	..	..	31	..
301..	42	..	..	42	..	..	42	..	..	..	42	..	..	..	..	..	42	..	..
302..	43	..	..	..	43	..	43	..	..	..	43	..	..	..	..	..	43	..	..
303..	17	4	23	..	5	..	24	5	..	..	24	5	..	..	..	..	24	5	..
304..	1	8	1	8	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..
305..	18	1	20	21	..	..	22	..	..	..	22	..	..	..	..	..	22	..	..
306..	22	..	36	..	..	..	30	..	..	..	30	..	..	..	..	..	30	..	..
307..	1013	..	..	1016	..	..	988	..	..	..	988	..	..	..	..	..	988	..	..
308..	48	..	47	47	..	..	47	..	..	..	47	..	..	..	..	..	47	..	..
309..	18	..	19	19	..	..	19	..	..	..	19	..	..	..	..	..	19	..	..
310..	11	..	11	11	..	..	11	..	..	..	11	..	..	..	..	..	11	..	..
311..	13	..	9	12	..	..	15	..	..	..	15	..	..	..	..	..	15	..	..
312..	5	..	5	2	5	..	9	..	..	..	9	..	..	..	..	..	9	..	..
313..	18	..	18	18	..	..	18	..	..	..	18	..	..	..	..	..	18	..	..
314..	26	..	26	22	..	..	20	..	..	..	20	..	..	..	..	..	20	..	..
315..	28	..	28	28	..	..	28	..	..	..	28	..	..	..	..	..	28	..	..
316..	62	..	62	62	..	..	62	..	..	..	62	..	..	..	..	..	62	..	..
317..	82	..	84	..	84	..	84	..	..	..	84	..	..	..	..	..	84	..	..
318..	124	..	124	124	..	..	124	..	..	..	124	..	..	..	..	..	124	..	..
319..	14	..	6	13	1	..	14	..	..	..	14	..	..	..	..	..	14	..	..
320..	24	..	24	24	..	..	24	..	..	..	24	..	..	..	..	..	24	..	..
321..	25	..	24	25	..	..	25	..	..	..	25	..	..	..	..	..	25	..	..
322..	34	..	34	34	..	..	34	..	..	..	34	..	..	..	..	..	34	..	..
323..	25	..	24	25	..	..	25	..	..	..	25	..	..	..	..	..	25	..	..
324..	..	11	..	..	11	..	12	..	..	..	12	..	..	..	..	..	12	..	..
325..	36	..	36	36	..	..	36	..	..	..	36	..	..	..	..	..	36	..	..
326..	28	..	28	28	..	..	28	..	..	..	28	..	..	..	..	..	28	..	..
327..	46	..	46	46	..	..	46	..	..	..	46	..	..	..	..	..	46	..	..
328..	12	..	12	12	..	..	12	..	..	..	12	..	..	..	..	..	12	..	..
329..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
330..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
331..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
332..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
333..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
334..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
335..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
336..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
337..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..

Local Union No.	Question No. 29 Cont. finned		Question No. 30		Question No. 31		Question No. 32		Question No. 33		Question No. 34		Question No. 35		Question No. 36		Question No. 37		Question No. 38		Question No. 39		Question No. 40		Question No. 41		
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	
298.	2	6	8	..	8	..	8	..	8	..	8	..	7	1	8	..	2	6	8	..	8	..	8	..	8	..	
299.	60	31	60	31	59	31	60	31	60	31	60	31	60	31	60	31	..	60	60	..	60	..	60	..	60	..	
300.	1	30	..	..	31	..	..	..	31	..	..	..	..	..	31	..	..	31	..	..	..	..	31	..	5	26
301.	42	..	42	..	42	..	42	..	42	..	42	..	42	..	42	..	4	5	..	7	3	..	12	..	43	12	
302.	43	..	43	..	43	..	43	..	43	..	43	..	43	..	43	..	8	40	43	..	43	..	43	..	43	..	
304.	24	25	25	..	26	..	27	..	27	1	21	3	12	9	16	7	24	8	24	8	24	8	24	8	24	26	
305.	2	3	7	..	9	..	10	..	9	..	10	..	9	..	6	2	10	..	3	1	9	..	8	..	8	..	
306.	20	..	21	..	21	..	3	..	17	..	3	..	20	..	20	1	21	..	14	20	21	..	21	..	22	..	
308.	24	..	25	..	31	..	26	..	29	..	31	..	25	..	31	..	25	..	29	1	29	..	25	..	26	..	
309.	986	2	1012	..	981	..	1009	..	1009	..	1009	..	1009	..	1009	1	1009	1	999	10	999	10	1009	1	1	989	
310.	48	..	47	..	47	..	47	..	48	..	48	..	48	..	48	..	48	..	48	..	48	..	..	..	..	..
311.	19	..	20	..	20	..	20	..	18	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	
315.	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	
316.	9	..	11	..	6	..	4	..	8	..	4	..	..	..	7	4	12	..	4	5	10	1	10	..	7	..
320.	9	..	1	..	3	..	5	..	4	..	4	..	..	9	9	..	..	9	3	9	..	9	..	9	..	
321.	18	..	14	1	16	..	2	18	2	18	..	18	..	18	..	17	1	17	18	..	18	..	17	..	17	..	
322.	20	18	17	..	15	..	1	2	14	1	2	14	13	13	13	13	21	12	1	11	13	13	13	14	..		
323.	10	18	28	..	28	..	8	20	28	8	20	28	28	28	28	28	7	28	28	28	28	28	28	28	..		
325.	62	..	62	..	50	12	62	..	62	..	62	..	62	..	62	..	62	..	62	..	62	..	62	..	62	..	
326.	..	84	84	..	124	4	80	..	84	..	84	..	84	..	84	..	46	38	43	..	44	..	44	..	45	..	
327.	124	..	124	..	124	..	124	..	124	..	124	..	124	..	124	..	128	1	124	..	124	..	124	..	124	..	
328.	8	3	13	..	14	..	14	..	14	..	14	..	14	..	13	..	13	..	13	..	13	..	13	..	13	..	
329.	24	..	24	..	24	..	24	..	24	..	18	..	25	1	15	3	20	20	20	..	20	..	20	..	20	..	
330.	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	
331.	32	..	32	..	14	1	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	22	..	22	..	
332.	25	..	25	..	25	..	24	1	24	1	24	1	24	1	25	..	24	..	25	15	2	2	25	..	25	..	
333.	15	..	12	4	16	..	18	..	14	..	14	..	10	1	5	..	18	18	37	..	1	1	15	..	14	..	
334.	30	..	32	..	34	..	36	..	36	..	36	..	36	..	37	..	25	12	37	..	37	..	37	..	37	..	
335.	28	..	27	..	28	..	28	..	28	..	27	..	26	..	26	..	26	..	26	..	27	..	26	..	26	..	
336.	46	..	46	..	8	..	27	..	36	..	36	..	36	..	36	..	37	2	39	..	43	..	43	..	43	..	
337.	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..

Local Union No.	Question No. 42		Question No. 43		Question No. 44		Question No. 45		Question No. 46		Question No. 47		Question No. 48		Question No. 49		Question No. 50		Question No. 51		Question No. 52	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
293	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..
299	60	..	60	..	60	..	60	..	60	..	60	..	60	..	60	..	60	..	60	..	60	..
300	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..
301	12	..	16	..	17	..	17	..	17	..	17	..	15	..	13	..	4	..	11	..	43	..
302	43	..	43	..	43	..	43	..	43	..	43	..	43	..	43	..	43	..	43	..	43	..
304	24	..	10	..	24	..	24	..	24	..	23	..	11	..	18	..	15	..	6	..	24	..
305	7	..	..	..	..	..	6	..	4	..	3	..	3	..	5	..	6	..	7	..	2	..
306	21	..	19	..	17	..	1	..	1	..	15	..	3	..	8	..	9	..	5	..	4	..
308	23	..	23	..	20	..	20	..	22	..	22	..	18	..	17	..	19	..	13	..	13	..
309	999	..	986	..	986	..	986	..	986	..	986	..	989	..	985	..	985	..	985	..	985	..
310	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
311	20	..	20	..	15	..	16	..	16	..	16	..	48	..	48	..	48	..	48	..	48	..
315	11	..	11	..	11	..	11	..	11	..	11	..	11	..	17	..	17	..	17	..	17	..
316	14	..	12	..	14	..	14	..	14	..	14	..	14	..	8	..	8	..	8	..	14	..
320	9	..	9	..	9	..	9	..	1	..	9	..	4	..	..	..	2	..	..	..	14	..
321	18	..	18	..	18	..	18	..	18	..	17	..	10	..	12	..	12	..	1	..	12	..
322	15	..	15	..	14	..	14	..	14	..	15	..	15	..	5	..	8	..	13	..	1	..
323	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..
325	62	..	62	..	62	..	62	..	62	..	62	..	62	..	62	..	62	..	62	..	62	..
326	46	..	44	..	47	..	47	..	47	..	46	..	29	..	46	..	46	..	46	..	46	..
327	124	..	124	..	124	..	124	..	124	..	124	..	124	..	124	..	124	..	124	..	124	..
328	13	..	13	..	13	..	13	..	13	..	5	..	13	..	12	..	1	..	1	..	12	..
329	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	19	..
330	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..
331	22	..	22	..	22	..	22	..	22	..	20	..	22	..	20	..	20	..	20	..	20	..
332	25	..	24	..	25	..	25	..	25	..	25	..	24	..	25	..	24	..	2	..	25	..
333	14	..	14	..	10	..	15	..	14	..	11	..	15	..	11	..	14	..	5	..	7	..
334	37	..	37	..	37	..	37	..	37	..	37	..	37	..	37	..	37	..	37	..	37	..
335	27	..	27	..	27	..	26	..	26	..	27	..	25	..	26	..	23	..	1	..	10	..
336	43	..	43	..	46	..	46	..	46	..	46	..	..	..	46	..	45	..	45	..	45	..
337	..	..	..	..	..	..	..	..	..	..	12	..	..	..	12	..	12	..	12	..	12	..

Local Union No.	Question No. 53		Question No. 54		Question No. 55		Question No. 56		Question No. 57		Question No. 58		Question No. 59		Question No. 60		Question No. 61		Question No. 62		
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	
298	8	..	8	..	8	..	8	..	8	..	7	1	7	1	6	2	8	..	8	..	
299	60	..	60	..	60	..	60	..	60	..	60	..	60	..	31	..	60	..	60	..	
300	..	31	..	31	..	31	31	31	..	29	31	..
301	..	16	..	11	..	15	..	..	16	..	16	..	16	..	16	..	16	..	14	..
302	43	..	43	..	43	..	43	..	43	..	43	..	43	..	43	..	43	..	43	..	
303	23	..	25	..	24	..	22	..	24	..	24	..	23	..	22	..	23	..	24	..	
304	..	7	..	..	..	..	..	..	..	..	3	..	7	..	5	..	1	..	7	..
305	..	18	..	..	16	..	19	..	18	..	18	..	17	..	16	..	20	..	1	..
306	..	17	..	..	..	..	..	..	..	..	21	..	20	..	21	..	21	..	19	..
307	..	17	..	..	18	..	17	..	19	..	21	..	20	..	981	..	980	2	979	3
308	14	..	987	2	1013	..	1013	..	1001	2	1001	2	1013	..	..	..	48	..	48	..
309	985	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	11	..
310	..	..	..	..	..	..	..	..	..	..	17	..	18	..	18	..	18	..	11	..
311	17	..	17	..	17	..	18	..	..	..	17	..	..	..	..	..	..	..	4	..
315	..	14	..	..	..	..	..	..	..	..	13	..	11	..	11	..	13	..	9	..
316	..	..	12	..	..	..	8	..	..	..	13	..	..	..	..	..	..	..	6	..
320	..	2	..	..	..	..	3	..	..	..	13	..	..	..	..	..	..	..	9	..
321	8	..	10	..	..	..	11	..	10	..	12	..	..	..	12	..	11	..	12	..
322	..	16	14	..	15	..	2	..	14	..	10	..	..	..	16	..	15	..	14	..
323	28	..	28	..	28	..	28	..	28	..	28	..	28	..	24	..	28	..	28	..	
325	62	..	62	..	62	..	62	..	62	..	62	..	62	..	62	..	62	..	52	..	
326	..	46	46	..	45	..	46	..	46	..	46	..	46	..	46	..	46	..	3	..	
327	124	..	124	..	124	..	124	..	124	..	124	..	124	..	124	..	124	..	124	..	
328	12	1	16	..	15	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	
329	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	
330	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	
331	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	
332	25	..	24	1	23	..	2	1	22	3	20	..	21	4	23	2	25	..	25	..	
333	1	11	..	13	..	14	..	..	7	7	16	..	..	..	9	1	10	..	13	..
334	37	..	37	..	37	..	37	..	37	..	37	..	37	..	37	..	37	..	33	..	
335	25	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	
336	..	46	31	14	45	..	46	..	45	..	44	..	44	..	44	..	42	..	43	..	
337	..	12	..	12	12	..	12	12	..	12	..	12	..	12	..	12	..	12	..

QUESTION No. 63				QUESTION No. 65				QUESTION No. 66				QUESTION No. 67		QUESTION No. 68		QUESTION No. 69		QUESTION No. 70	
No. 1		No. 2		No. 1		No. 2		No. 1		No. 2		No. 1		No. 2		No. 1		No. 1	
Local Union No.	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For
298	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8
299	..	60	60	..	60	..	60	..	60	..	60	..	60	..	60	..	60	..	60
300	1	30	31	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30
301	14	1	2	12	4	8	10	..	10	..	10	..	10	..	10	..	10	..	10
302	8	40	3	40	42	..	42	..	42	..	42	..	42	..	42	..	42	..	42
304	17	6	22	6	24	..	24	..	24	..	24	..	24	..	24	..	24	..	24
305	..	7	4	..	4	..	7	..	7	..	7	..	7	..	7	..	7	..	7
306	13	2	14	3	11	..	11	..	10	..	10	..	14	..	15	..	14	..	14
308	16	..	20	..	21	..	22	..	22	..	22	..	21	..	21	..	21	..	21
309	982	..	982	..	981	..	981	..	981	..	981	..	981	..	977	..	977	..	977
310	48	..	48	..	48	..	48	..	..	..	..	..	..	..	..	..	..	..	..
311	15	2	16	..	18	..	18	..	20	..	20	..	20	..	20	..	20	..	20
315	..	..	13	..	..	..	..	..	12	..	12	..	13	..	13	..	13	..	13
316	8	2	..	..	15	..	15	..	9	..	9	..	9	..	9	..	9	..	9
320	9	..	9	..	9	..	9	..	11	..	11	..	10	..	10	..	10	..	10
321	12	..	12	..	11	..	11	..	13	..	13	..	12	..	12	..	12	..	12
322	11	2	16	..	11	..	13	..	28	..	28	..	28	..	28	..	28	..	28
323	4	24	28	..	62	..	62	..	62	..	62	..	62	..	62	..	62	..	62
325	62	..	62	..	46	..	46	..	123	..	123	..	124	..	124	..	124	..	124
326	46	..	46	..	124	..	124	..	12	..	12	..	14	..	15	..	14	..	14
327	124	..	124	..	14	..	14	..	19	..	19	..	19	..	19	..	18	..	18
328	16	..	19	..	19	..	19	..	25	..	25	..	25	..	25	..	25	..	25
329	19	..	19	..	25	..	25	..	20	..	20	..	20	..	20	..	20	..	20
330	25	..	25	..	24	..	24	..	22	..	22	..	24	..	24	..	24	..	24
331	20	..	20	..	15	..	15	..	38	..	38	..	38	..	38	..	38	..	38
332	24	..	25	..	3	..	3	..	42	..	42	..	42	..	42	..	42	..	42
333	14	..	..	..	12	..	12	..	..	..	..	..	..	..	..	..	..	..	..
334	..	38	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
335	29	1	25	3	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28
336	43	..	43	..	42	..	42	..	12	..	12	..	12	..	12	..	12	..	12
337	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..

QUESTION No. 3

QUESTION No. 3																								
Question No. 1		Question No. 2		Question No. 3		Question No. 4		Question No. 5		Section No. 1		Section No. 2		Section No. 3		Section No. 4		Section No. 5		Section No. 6		Section No. 7		
For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	
8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	
128	..	118	..	116	..	114	..	122	..	115	..	120	..	120	..	120	..	112	..	122	..	115	..	
79	..	79	..	33	..	26	..	49	..	49	..	49	..	49	..	49	..	49	..	49	..	49	..	
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14	..	15	..	14	..	15	..	15	..	47	..	47	..	47	..	47	..	47	..	47	..	46	..	
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348..	7	12	7	..	5	..	121	..	121	..	14	..	14	..	121	..	121	..	121	..	
349..	29	30	..	21	..	9	..	30	..	20	..	14	..	18	..	17	..	15	..	19	..	16	..	
350..	27	18	..	16	15	..	7	..	10	..	15	..	16	..	9	..	11	..	13	..	
351..	3	6	16	..	..	..	..	10	..	5	..	15	..	7	..	1	..	8	..	1	..	15	..
352..	23	1	1	..	..	..	..	26	..	26	..	27	..	27	..	15	..	27	..	28	..	28	..
356..	10	11	..	..	..	3	..	13	..	14	..	2	..	15	..	15	..	15	..	15	..	15	..
358..	18	..	..	..	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..
359..	148	..	..	..	..	150	..	148	..	150	..	150	..	150	..	150	..	150	..	150	..	150	..
360..	34	..	..	..	..	35	..	17	..	28	..	1	..	28	..	27	..	34	..	28	..	32	..
361..	36	..	..	..	..	2	..	50	..	47	..	1	..	52	..	43	..	52	..	37	..	51	..
367..	14	..	4	..	8	..	14	..	13	..	11	..	16	..	19	..	11	..	12	..	12	..	11	..
370..	40	..	..	..	..	10	..	15	..	41	..	9	..	42	..	40	..	16	..	102	..	103	..
371..	104	1	1	..	17	..	103	..	101	..	104	..	100	..	101	..	100	..	102	..	102	..	103	..
374..	42	6	44	..	48	..	48	..	48	..	48	..	48	..	48	..	48	..	48	..	48	..
375..	40	..	..	..	..	31	..	..	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
377..	124	..	..	..	..	25	..	101	..	129	..	129	..	129	..	129	..	129	..	129	..	129	..
380..	28	..	..	..	..	31	..	20	..	18	..	20	..	41	..	6	..	20	..	16	..	20	..
381..	3	50	1	50	..	50	..	40	..	41	..	41	..	41	..	41	..	41	..	41	..	41	..	
382..	11	..	11	..	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..
384..	95	..	..	..	..	79	..	96	..	88	..	1	..	14	..	60	..	164	..	164	..	164	..
387..	147	..	..	..	..	152	..	163	..	164	..	166	..	164	..	164	..	164	..	164	..	164	..
388..	129	..	..	..	..	129	..	129	..	129	..	128	..	129	..	129	..	129	..	129	..	129	..
389..	17	..	..	..	..	15	..	12	..	10	..	11	..	14	..	14	..	14	..	14	..	14	..
390..	14	..	1	..	16	..	16	..	14	..	20	..	18	..	14	..	14	..	14	..	20	..	18	..
391..	16	5	21	..	..	..	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..
392..	27	10	24	10	27	10	26	12	25	11	24	10	24	10	25	10	24	10	24	10	25	10	48	3

QUESTION No. 8

Local Union No.	Question No. 7		Article I						Article II						Question No. 9									
	Section No. 1		Section No. 2		Section No. 3		Section No. 4		Section No. 5		Section No. 6		Section No. 1		Section No. 2		Section No. 3		Section No. 4		For	Against		
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against				
340..	8	5	8	..	8	116	8	..	8	115	8	..	8	113	8	..	8	113	8	..	8	114	8	..
342..	116	49	118	..	49	117	8	..	49	115	8	..	49	113	8	..	49	113	8	..	49	114	8	..
343..	18	23	45	..	45	45	8	..	45	45	8	..	45	49	8	..	45	49	8	..	45	49	8	..
345..	15	..	15	..	15	15	8	..	15	15	8	..	15	45	8	..	15	45	8	..	15	45	8	..
346..	15	..	15	..	15	15	8	..	15	15	8	..	15	45	8	..	15	45	8	..	15	45	8	..
348..	121	..	121	..	121	121	8	..	121	121	8	..	121	121	8	..	121	121	8	..	121	121	8	..
349..	16	..	1	..	18	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
350..	12	9	11	..	16	9	16	..	9	9	8	..	9	9	8	..	9	9	8	..	9	21	9	..
351..	16	..	8	..	1	8	8	..	8	7	8	..	8	3	8	..	8	3	8	..	8	21	8	..
352..	28	..	28	..	..	25	8	..	28	28	8	..	28	49	8	..	28	49	8	..	28	48	28	..
356..	15	..	15	..	..	13	2	..	13	10	5	..	10	8	5	..	13	8	5	..	15	15	15	..
358..	18	..	18	..	..	18	..	..	18	18	..	..	18	18	..	..	18	18	..	..	18	18	18	..
359..	150	..	150	..	..	150	..	..	150	150	..	..	150	150	..	..	150	150	..	..	150	150	150	..
360..	31	..	28	..	1	28	8	..	28	26	8	..	26	16	8	..	16	16	8	..	28	31	28	..
361..	51	..	44	..	..	38	8	..	38	38	8	..	38	19	8	..	19	19	8	..	51	57	51	..
367..	16	1	16	..	1	17	4	..	17	16	8	..	16	3	8	..	3	44	8	..	16	44	16	..
370..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
371..	104	..	..	..	103	..	8	..	103	..	103	..	103	2	103	..	2	101	2	..	102	102	102	..
374..	48	..	48	..	..	48	8	..	48	48	8	..	48	35	48	..	35	48	8	..	48	48	48	..
375..	32	2	38	..	..	38	8	..	38	38	8	..	38	39	38	..	39	39	8	..	39	39	39	..
377..	129	..	129	..	..	129	8	..	129	129	8	..	129	29	129	..	29	10	129	..	129	129	129	..
380..	33	..	7	..	11	..	27	..	31	4	3	..	31	21	3	..	21	21	..	..	21	33	33	..
381..	50	..	55	..	54	..	54	..	55	53	8	..	55	11	55	..	11	50	55	..	55	55	55	..
382..	11	..	11	..	..	11	8	..	11	11	8	..	11	11	8	..	11	11	8	..	11	16	11	..
384..	..	..	..	..	..	97	8	..	97	97	8	..	97	96	8	..	96	92	8	..	98	99	99	..
387..	164	..	169	..	..	169	8	..	169	169	8	..	169	164	169	..	164	164	8	..	171	172	172	..
388..	129	..	..	..	129	..	129	..	129	129	8	..	129	128	129	..	128	128	8	..	128	128	128	..
389..	14	..	6	..	..	6	8	..	6	5	8	..	6	14	8	..	14	10	8	..	16	10	10	..
390..	21	..	21	..	..	21	8	..	21	21	8	..	21	20	21	..	20	20	8	..	20	20	20	..
391..	21	..	21	..	..	21	8	..	21	21	8	..	21	21	8	..	21	21	8	..	21	21	21	..
392..	47	6	42	..	13	..	49	..	42	22	10	..	42	23	11	..	23	11	9	..	25	23	23	..

Local Union No.	Question No. 10		Question No. 11		Question No. 12		Question No. 13		Question No. 14		QUESTION No. 15												Question No. 16				
	For	Against	For	Against	For	Against	For	Against	For	Against	No. 1		No. 2		No. 3		No. 4		No. 5		No. 6		No. 7		For	Against	
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340.	8	1	118	1	110	8	113	8	111	8	111	8	111	8	112	8	111	8	112	8	111	8	110	8	111	8	
342.	49	1	49	1	49	8	89	8	89	8	84	6	84	6	89	8	84	6	89	8	77	1	40	10	40	111	
343.	45	1	27	19	27	46	44	42	44	42	42	40	42	42	44	40	42	41	40	41	41	2	39	2	39	40	
345.	15	1	15	15	15	15	13	2	13	2	10	2	10	2	13	2	10	2	13	2	13	2	13	2	15	39	
346.	112	1	112	1	112	121	112	11	115	7	114	8	114	8	115	7	114	8	112	109	107	5	112	2	15	15	
348.	8	14	16	9	16	11	12	12	11	11	15	12	15	11	11	12	15	16	16	16	12	16	19	4	12	12	
349.	9	14	11	6	11	12	12	1	15	12	15	12	15	12	15	12	15	16	16	12	12	16	19	4	12	2	
350.	21	1	21	8	21	21	18	2	21	21	21	21	21	21	21	21	21	21	21	21	21	21	14	3	21	9	
352.	46	1	46	1	46	50	48	3	27	24	27	24	27	24	27	24	27	24	27	24	27	24	27	24	48	48	
356.	14	1	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	18	18	
358.	18	1	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	
359.	150	1	150	150	150	150	150	150	150	150	150	150	150	150	150	150	150	150	150	150	150	150	150	150	150	150	
360.	48	1	41	41	41	41	41	1	41	25	40	25	40	25	40	25	40	19	11	11	20	21	14	17	16	1	
361.	50	1	53	51	53	3	9	52	42	48	58	56	40	58	40	56	40	2	2	2	52	2	14	56	42	1	
367.	41	1	41	43	41	40	11	12	42	1	40	2	40	2	40	2	40	44	42	42	8	4	44	44	42	6	
370.	370	1	102	102	102	101	8	8	40	1	40	3	40	3	40	3	44	19	11	42	2	2	14	17	16	1	
371.	5103	1	102	48	102	101	2	101	40	1	40	1	40	1	40	1	40	40	40	40	1	1	40	4	42	6	
374.	48	1	48	48	48	48	48	48	2	2	2	40	2	40	2	40	2	101	2	2	40	40	13	37	48	81	
375.	54	1	32	33	32	33	46	1	101	4	101	4	101	4	101	4	101	4	101	4	101	4	100	4	40	4	
377.	109	1	101	111	101	131	111	10	131	50	131	50	131	50	131	50	131	131	131	131	131	50	35	50	35	4	
380.	33	1	33	33	33	1	8	5	131	50	131	50	131	50	131	50	131	131	131	131	131	50	112	112	48	9	
381.	16	1	40	50	40	55	1	5	49	49	49	33	33	33	33	33	33	33	33	33	33	33	33	33	1	6	
382.	16	1	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	48	6	
384.	98	1	97	94	97	91	92	16	49	49	49	33	33	33	33	33	33	33	33	33	33	33	33	33	11	6	
387.	172	1	172	172	172	172	172	172	22	57	22	52	16	62	47	28	20	42	16	20	42	75	4	86	89	11	
388.	128	1	128	128	128	128	128	128	123	1	123	5	123	172	123	172	123	172	123	172	123	172	123	172	179	128	9
389.	11	1	9	11	9	1	12	10	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	128	9	
390.	20	1	18	17	18	20	20	20	20	20	20	14	18	14	16	28	20	42	16	20	42	75	4	86	89	11	
391.	29	1	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	21	6	
392.	48	1	23	10	23	20	12	48	44	2	43	10	39	14	48	6	44	20	44	20	44	20	24	24	20	11	1

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Local Union No.	Question No. 17		Question No. 18		Question No. 19		Question No. 20		Question No. 21		Question No. 22		Question No. 23		QUESTION No. 24										
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	No. 1		No. 2		No. 3		No. 4		No. 5		
															For	Against	For	Against	For	Against	For	Against	For	Against	For
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342..	119	1	110	..	114	..	110	..	110	..	110	..	112	..	116	110	110	110	112	116	116	116	118	118	118
343..	38	38	37	..	36	36	36	..	36	36	36	..	36	36	36	36	36	36	36	36	36	36	36	36	
344..	37	37	39	..	39	39	39	..	39	39	39	..	39	39	39	39	39	39	39	39	39	39	39	39	
345..	15	15	15	..	15	15	14	34	15	..	15	..	15	15	15	15	15	15	15	15	15	15	15	15	
346..	..	..	112	11	111	11	11	..	111	11	111	..	111	11	111	111	91	91	91	91	91	91	91	91
348..	..	..	12	12	349	4	1	..	4	1	..	..	10	10	17	17	17	17	17	17	17	17	17	17
349..	17	14	10	12	12	12	12	350	13	21	20	4	..	10	12	8	8	10	10	12	12	12	12	12	
351..	21	20	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	
352..	49	51	48	27	46	..	46	..	46	..	46	..	29	7	32	28	28	8	38	43	43	48	48	48	
356..	..	..	..	..	..	..	..	..	..	..	..	..	18	..	18	18	18	..	18	..	..	..	..	..
358..	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	
359..	150	150	150	150	150	150	150	150	150	150	150	150	150	150	150	160	160	160	160	160	160	160	160	160	
360..	15	3	19	11	11	2	15	11	15	11	2	15	18	18	13	33	33	..	14	17	17	17	17	17	
361..	37	47	35	37	34	..	41	..	41	..	41	..	41	41	37	33	43	43	35	35	35	46	46	46	
362..	42	42	10	10	9	10	10	10	10	10	10	10	10	10	10	9	1	1	12	9	9	10	10	10	
370..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
371..	59	93	94	94	94	94	94	94	94	94	94	94	94	94	90	90	90	90	90	90	90	90	90	90	
374..	48	48	48	48	48	48	48	48	48	48	48	48	48	48	48	48	48	48	48	48	48	48	48	48	
375..	48	36	37	31	38	38	37	31	38	38	37	38	36	36	37	2	35	35	2	35	2	35	2	35	
377..	112	112	101	11	111	111	111	111	114	114	84	26	84	84	114	101	101	101	101	101	101	101	101	101	
380..	32	32	32	11	16	15	24	16	24	24	26	24	24	24	23	14	14	1	5	7	7	11	8		
381..	54	54	54	48	48	48	48	50	48	48	40	40	50	50	50	40	40	11	11	11	11	45	12		
382..	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	45	12		
384..	90	90	87	89	88	88	88	89	88	88	87	87	89	89	50	63	3	3	1	1	1	86	87		
387..	179	179	179	179	180	180	180	180	180	180	180	180	180	180	180	184	1	185	185	185	185	185	185		
388..	128	128	128	128	128	128	128	128	128	128	128	128	128	128	124	124	124	124	124	124	124	124	124	124	
389..	10	8	9	8	7	7	7	7	8	8	8	8	9	9	6	7	7	6	7	7	7	7	7	7	
390..	18	20	20	20	20	20	20	20	20	20	18	18	18	18	20	20	20	20	20	20	20	21	21	21	
391..	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	
392..	25	10	18	1	13	1	16	1	16	1	16	2	22	..	18	16	16	10	18	10	18	10	16	17	

QUESTION No. 24 Continued				QUESTION No. 26				Question No. 27		Question No. 28		QUESTION No. 29					
No. 6		No. 7		No. 1		No. 2		No. 3		No. 1		No. 2		No. 3		No. 4	
Local Union No.	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For
340..	11	..	9	..	112	..	9	..	9	..	8	..	9	..	9	..	9
342..	111	..	112	..	112	..	112	..	111	..	100	..	117	..	111	..	111
343..	36	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..	36
345..	38	..	38	..	38	..	38	..	38	..	38	..	38	..	38	..	38
346..	15	..	14	..	14	..	14	..	14	..	13	..	14	..	14	..	14
348..	91	..	81	..	81	..	81	..	81	..	8	..	8	..	8	..	8
349..	11	..	17	..	15	..	17	..	9	..	14	..	10	..	18	..	18
350..	10	..	10	..	10	..	10	..	10	..	8	..	8	..	8	..	8
351..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21
352..	40	..	34	..	37	..	37	..	37	..	37	..	28	..	28	..	28
356..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18
358..	160	..	160	..	160	..	160	..	160	..	160	..	160	..	160	..	160
359..	160	..	20	..	23	..	23	..	17	..	12	..	11	..	6	..	12
360..	4	..	21	..	52	..	3	..	36	..	44	..	17	..	34	..	32
361..	40	..	41	..	361	..	12	..	29	..	12	..	12	..	12	..	12
367..	11	..	12	..	12	..	12	..	11	..	12	..	12	..	12	..	12
370..	370..	..	96	..	96	..	96	..	96	..	98	..	98	..	98	..	98
371..	90	..	371..	..	24	..	48	..	47	..	42	..	42	..	40	..	42
374..	48	..	48	..	34	..	34	..	32	..	29	..	29	..	29	..	29
375..	2	..	27	..	131	..	130	..	61	..	95	..	95	..	94	..	94
377..	80	..	101	..	131	..	14	..	28	..	14	..	14	..	14	..	14
380..	6	..	13	..	13	..	55	..	18	..	14	..	14	..	14	..	14
381..	53	..	46	..	45	..	11	..	45	..	45	..	46	..	46	..	46
382..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11
384..	63	..	88	..	24	..	26	..	50	..	39	..	62	..	76	..	76
387..	..	..	187	..	187	..	187	..	187	..	190	..	189	..	190	..	190
388..	124	..	124	..	124	..	124	..	124	..	124	..	124	..	124	..	124
389..	..	..	7	..	10	..	10	..	9	..	7	..	10	..	10	..	10
390..	18	..	19	..	17	..	20	..	20	..	18	..	19	..	20	..	20
391..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21
392..	18	..	16	..	20	..	48	..	21	..	26	..	22	..	25	..	25

Local Union No.	Question No. 29 Con- tinued		Question No. 30		Question No. 31		Question No. 32		Question No. 33		Question No. 34		Question No. 35		Question No. 36		Question No. 37		Question No. 38		Question No. 39		Question No. 40		Question No. 41	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
340.	7	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..
342.	111	..	111	..	111	..	111	..	111	..	111	..	111	..	110	..	117	..	112	..	112	..	111	..	112	..
343.	36	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..
345.	37	..	37	..	37	..	37	..	23	9	36	..	36	..	36	..	36	..	35	..	35	..	35	..	35	..
346.	16	..	16	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	19	..	20	..	20	..	20	..
348.	8	..	8	..	8	..	8	..	1	7	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..
349.	18	2	5	..	12	..	9	..	2	12	12	1	16	..	15	..	13	..	13	..	12	..	12	..	15	..
350.	8	2	8	..	10	..	10	..	10	1	..	..	..	..	21	..	18	..	21	..	14	..	14	..	14	..
351.	21	..	21	..	20	..	20	..	21	..	23	5	21	..	21	..	2	..	21	..	24	..	27	..	..	..
352.	28	1	28	..	28	..	28	..	28	..	23	5	27	..	28	..	4	..	21	..	3	..	3	..	..	..
356.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
358.	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..
359.	160	..	160	..	160	..	160	..	160	..	160	..	160	..	160	..	160	..	160	..	160	..	160	..	160	..
360.	13	..	12	..	9	..	9	..	11	1	11	1	35	..	15	..	15	..	11	..	14	..	14	..	13	..
361.	39	..	34	..	42	..	46	..	45	..	45	..	50	..	46	..	21	..	30	..	39	..	30	..	24	..
367.	12	..	12	..	11	..	11	..	11	..	11	..	12	..	12	..	12	..	11	..	11	..	10	..	7	5
370.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	10	..	7	..	9	..	..	..	..	..	..	..
371.	98	..	97	2	98	..	98	..	98	..	..	90	97	..	90	..	93	..	94	..	99	..	97	1	97	..
374.	40	..	41	7	40	..	38	8	42	..	42	..	42	..	40	..	42	..	42	..	18	..	48	..	48	..
375.	29	..	36	..	33	..	23	..	41	..	37	..	36	..	36	..	42	..	2	36	..	35	..	24	..	
377.	94	..	94	..	94	..	94	..	94	..	94	..	92	..	104	..	113	..	133	..	113	..	113	..	113	..
380.	14	..	1	13	14	..	8	6	14	..	14	..	2	5	8	..	3	..	8	..	14	..	14	..	14	..
381.	46	..	45	..	45	..	7	38	5	40	..	45	45	..	46	..	45	..	46	..	46	..	46	..	47	..
382.	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..
384.	76	..	77	..	76	..	59	..	72	..	72	..	72	..	74	..	..	74	..	71	..	77	..	74	..	
387.	190	..	190	..	190	..	190	..	192	..	192	..	192	..	190	..	192	..	192	..	192	..	197	..	197	..
388.	124	..	124	..	124	..	2120	..	122	..	122	..	122	..	122	..	17	..	122	..	12	..	112	..	122	..
389.	..	10	10	..	18	..	11	..	10	..	10	..	10	..	10	..	..	..	12	..	14	..	12	..	12	..
390.	20	..	20	..	20	..	..	..	20	..	20	..	20	..	19	..	17	..	20	..	18	..	19	..	17	..
391.	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	..	..	21	..	21	..	21	..	21	..
392.	14	9	19	16	21	11	49	1	21	3	21	3	16	7	17	7	18	1	21	10	..	3	16	19	1	

Local Union No.	Question No. 42		Question No. 43		Question No. 44		Question No. 45		Question No. 46		Question No. 47		Question No. 48		Question No. 49		Question No. 50		Question No. 51		Question No. 52		
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340	8	..	8	..	8	..	8	..	113	5	8	..	8	..	8	..	8	..	8	..	8	..	
342	114	119	..	113	..	36	..	111	1	111	..	111	..	119	..	111	..	111	..	111	..
343	36	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..	
345	35	..	34	..	34	..	34	..	34	..	34	..	34	..	34	..	34	..	34	..	34	..	
346	20	..	19	1	20	..	21	..	21	..	21	..	21	..	20	..	20	..	4	..	21	..	
348	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	
349	12	14	..	10	6	11	11	10	..	10	..	9	..	4	..	7	8	..
350	12	14	..	14	10	12	12	12	..	12	..	12	..	12	10	..	17	..
351	..	..	21	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	14	..	14	..
352	23	..	16	7	16	7	12	..	18	2	11	4	5	..	23	..	24	..	23	1	11	..	
356	8	..
358	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	
359	160	..	155	..	155	..	155	..	155	..	155	..	155	..	155	..	155	..	155	..	155	..	
360	15	..	14	..	13	..	12	..	15	..	14	..	12	..	13	..	12	..	11	..	9	..	
361	19	..	19	..	10	..	12	1	12	..	11	2	16	..	12	..	15	1	13	..	12	..	
367	12	..	12	..	..	12	10	..	10	..	12	..	12	..	12	..	12	..	11	1	11	..
370	..	..	6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
371	96	..	97	..	51	11	44	..	46	..	43	..	43	..	45	..	46	..	44	..	41	..	
374	40	..	48	..	40	..	42	..	48	..	48	..	48	..	48	..	48	..	48	..	48	..	
375	17	..	1	44	1	27	31	..	30	..	34	..	24	..	29	..	27	18	1	..	35	..	
377	113	29	101	..	93	..	94	..	94	..	94	..	94	..	93	..	91	..	91	..	91	..	
380	14	..	14	..	7	..	9	..	5	..	14	..	1	6	9	..	6	4	2	..	8	..	
381	46	..	46	..	45	..	46	..	40	..	45	40	..	40	..	43	..	43	..	45	..
382	11	..	11	..	11	..	11	..	11	..	11	..	10	..	11	..	11	..	11	..	11	..	
384	72	..	54	..	50	..	43	..	43	..	43	..	43	..	43	..	43	..	43	..	43	..	
387	197	..	197	..	197	..	197	..	197	..	198	..	198	..	198	..	198	..	198	..	198	..	
388	122	..	122	..	124	..	124	..	124	..	124	..	124	..	121	3	124	..	124	..	124	..	
389	12	..	12	..	12	..	12	..	12	..	13	..	12	..	..	..	..	..	..	..	..	..
390	20	..	20	..	17	..	19	..	20	..	19	..	20	..	20	..	..	..	20	..	20	..
391	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	
392	13	8	6	13	13	7	15	2	9	11	21	1	7	7	11	2	15	2	14	1	17	..	

Local Union No.	Question No. 53		Question No. 54		Question No. 55		Question No. 56		Question No. 57		Question No. 58		Question No. 59		Question No. 60		Question No. 61		Question No. 62	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
340	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..
342	111	..	112	..	111	..	111	..	112	..	111	..	110	..	118	..	113	..	113	..
343	36	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..	35	1	36	..
345	34	..	34	..	34	..	34	..	34	..	34	..	34	..	34	..	34	..	34	..
346	20	15	15	..	17	..	18	..	17	21	..	21	..
348	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	7
349	..	5	6	3	10	..	8	..	10	2	9	..	9	..	6	..	11
350	..	12	12	1	6	12	12	..	12	..	10	..	10	..	10	2	8	..
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352	23	..	24	..	23	1	25	..	27	..	25	2	24	..	16	10	21	4	26	..
356
358	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..
359	155	..	155	..	155	..	155	..	155	..	155	..	155	..	155	..	155	..	155	..
360	4	2	15	..	8	..	13	..	13	..	12	..	13	..	14	..	14	..	13	..
361	14	..	15	..	14	..	16	..	14	1	13	..	12	..	14	..	17	..	17	..
367	11	..	11	1	10	..	11	..	11	..	12	..	12	..	12	..	12	..	12	..
370	..	..	..	..	..	..	..	..	11	..	9	..	..	..	..	..	..	..	..	..
371	43	..	46	..	42	..	45	..	44	1	44	..	44	..	43	..	46	..	41	..
374	48	..	48	..	48	..	48	..	48	..	48	..	48	..	48	..	48	..	48	..
375	27	1	27	..	23	..	32	..	29	..	37	..	37	..	37	..	37	..	32	..
377	92	..	92	..	98	..	98	..	88	..	88	..	88	..	88	..	88	..	88	..
380	..	1	7	..	8	..	4	..	9	..	8	..	8	..	10	..	6	3	4	..
381	40	..	45	..	45	..	46	..	46	..	45	..	45	..	43	..	40	..	42	..
382	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..
384	43	..	43	..	43	..	43	..	44	..	45	..	45	..	45	..	45	..	45	..
387	198	..	198	..	198	..	198	..	198	..	198	..	198	..	200	..	200	..	200	202
388	122	2	124	..	124	..	124	..	198	125	125	..	125	..	125	..	125	..	125	..
389	..	..	9	..	..	..	..	..	..	..	..	..	8	..	7	..	17	..	..	10
390	20	..	20	..	20	..	20	..	15	5	19	..	20	..	20	..	18	..	20	..
391	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..
392	14	1	16	..	6	10	16	1	14	4	16	..	16	1	12	3	15	1	15	1

QUESTION No. 63				Question No. 64		Question No. 65		QUESTION No. 66				Question No. 67		Question No. 68		Question No. 69		Question No. 70							
No. 1		No. 2		For		Against		For		Against		No. 1		No. 2		No. 3		For		Against		For		Against	
Local Union No.	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	
340	7	8	112	35	113	36	34	34	34	34	34	34	34	34	34	34	34	34	34	34	34	34	34	34	
342	111	112	35	1	111	36	34	34	34	34	34	34	34	34	34	34	34	34	34	34	34	34	34	34	
343	36	34	34	34	34	34	34	34	34	34	34	34	34	34	34	34	34	34	34	34	34	34	34	34	
345	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	
346	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	
348	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	
349	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	
350	13	13	13	13	20	23	18	155	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	
351	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	
352	155	155	155	155	155	155	155	155	155	155	155	155	155	155	155	155	155	155	155	155	155	155	155	155	
356	14	15	15	15	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	
358	13	17	13	2	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	
360	12	10	10	10	11	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	
367	45	45	45	45	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	
370	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	
371	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	
374	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38	
375	48	48	48	48	48	48	48	48	48	48	48	48	48	48	48	48	48	48	48	48	48	48	48	48	
377	27	27	27	27	30	32	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	
378	78	78	78	2	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	
380	10	10	10	10	8	10	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	
381	38	38	38	38	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	
382	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	
384	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	
387	202	202	202	202	202	202	202	202	202	202	202	202	202	202	202	202	202	202	202	202	202	202	202	202	
388	120	120	120	120	120	120	120	120	120	120	120	120	120	120	120	120	120	120	120	120	120	120	120	120	
389	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	
390	20	20	20	20	18	18	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	
391	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	
392	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	

QUESTION No. 6

Local Union No.	Question No. 1		Question No. 2		Question No. 3		Question No. 4		Question No. 5		Section No. 1		Section No. 2		Section No. 3		Section No. 4		Section No. 5		Section No. 6		Section No. 7	
	For		For		For		For		For		For		For		For		For		For		For		For	
	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For
395..	19	47	19	47	19	47	19	47	19	47	11	47	19	47	18	47	18	47	18	47	18	47	18	47
396..	7	16	7	16	7	16	7	16	7	16	17	17	17	17	17	17	17	17	17	17	17	17	17	17
397..	9	1	9	1	9	1	9	1	9	1	5	13	13	13	14	14	14	14	14	14	14	14	14	14
398..	14	17	14	17	14	17	14	17	14	17	11	17	17	17	17	17	17	17	17	17	17	17	17	17
401..	17	3	17	3	17	3	17	3	17	3	17	17	17	17	17	17	17	17	17	17	17	17	17	17
402..	25	8	25	8	25	8	25	8	25	8	46	46	46	46	46	46	46	46	46	46	46	46	46	46
406..	8	21	8	21	8	21	8	21	8	21	29	29	29	29	29	29	29	29	29	29	29	29	29	29
407..	143	139	143	139	143	139	143	139	143	139	142	122	122	136	138	142	142	142	142	142	142	145	145	145
408..	68	58	68	58	68	58	68	58	68	58	62	61	61	62	60	60	60	60	60	60	60	60	60	60
409..	23	7	23	7	23	7	23	7	23	7	33	5	5	32	32	32	32	32	32	32	32	32	32	32
411..	25	26	25	26	25	26	25	26	25	26	24	23	23	23	23	23	23	23	23	23	23	23	23	23
413..	34	1	34	1	34	1	34	1	34	1	14	14	14	14	14	14	14	14	14	14	14	14	14	14
416..	131	139	131	139	131	139	131	139	131	139	153	153	153	153	157	157	157	157	157	157	157	157	157	157
417..	10	10	10	10	10	10	10	10	10	10	1	1	1	1	9	9	9	9	9	9	9	9	9	9
419..	75	67	75	67	75	67	75	67	75	67	1	41	41	41	42	42	42	42	42	42	42	42	42	42
420..	49	8	49	8	49	8	49	8	49	8	9	9	9	9	9	9	9	9	9	9	9	9	9	9
423..	8	14	8	14	8	14	8	14	8	14	14	16	16	16	16	16	16	16	16	16	16	16	16	16
424..	14	33	14	33	14	33	14	33	14	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
425..	21	21	21	21	21	21	21	21	21	21	20	21	21	21	21	21	21	21	21	21	21	21	21	21
426..	21	123	21	123	21	123	21	123	21	123	121	114	114	126	121	121	141	141	141	141	141	141	141	141
427..	130	30	130	30	130	30	130	30	130	30	1	32	32	32	32	32	32	32	32	32	32	32	32	32
429..	26	36	26	36	26	36	26	36	26	36	32	27	27	32	32	32	32	32	32	32	32	32	32	32
430..	37	9	37	9	37	9	37	9	37	9	28	28	28	32	32	32	32	32	32	32	32	32	32	32
431..	33	30	33	30	33	30	33	30	33	30	30	33	33	32	32	32	32	32	32	32	32	32	32	32
432..	2	16	2	16	2	16	2	16	2	16	24	19	19	24	24	24	24	24	24	24	24	24	24	24
433..	13	17	13	17	13	17	13	17	13	17	19	19	19	19	19	19	19	19	19	19	19	19	19	19
435..	10	9	10	9	10	9	10	9	10	9	10	10	10	10	10	10	10	10	10	10	10	10	10	10
436..	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13
437..	15	16	15	16	15	16	15	16	15	16	14	16	16	2	4	9	9	9	9	9	9	9	9	9
438..	68	68	68	68	68	68	68	68	68	68	168	168	168	168	168	168	168	168	168	168	168	168	168	168
440..	32	29	32	29	32	29	32	29	32	29	1	1	1	1	1	1	1	1	1	1	1	1	1	1

QUESTION No. 8																							
Local Union No.	Article I						Article II						Question No. 9										
	Section No. 1		Section No. 2		Section No. 3		Section No. 4		Section No. 5		Section No. 6			Section No. 1		Section No. 2		Section No. 3		Section No. 4			
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against		For	Against	For	Against	For	Against	For	Against		
395..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	
396..	47	..	47	..	47	..	47	..	47	..	47	..	47	..	47	..	47	..	47	..	47	..	
397..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	
398..	8	6	12	2	14	..	14	..	14	..	14	..	14	..	14	..	14	..	8	1	11	..	
401..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	
402..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	
406..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	
407..	143	..	138	..	130	..	134	..	134	..	134	..	134	..	134	..	117	..	139	..	142	..	
408..	60	..	63	..	63	..	63	..	63	..	63	..	63	..	63	..	57	..	57	..	57	..	
409..	1	32	11	3	11	3	11	3	11	3	11	3	11	3	15	2	15	2	15	2	15	2	
411..	41	..	21	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	
413..	11	15	16	10	16	10	16	10	16	10	16	10	16	10	13	9	13	9	13	9	13	9	
416..	157	157	..	158	..	158	..	158	..	158	..	158	..	158	..	158	..	158	..	159	..
417..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	
419..	..	..	22	9	47	8	68	..	49	3	..	68	..	..	..	..	..	..	..	..	..	..
420..	42	..	12	..	42	..	42	..	42	..	42	..	42	..	42	..	42	..	42	..	42	..	
423..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	
424..	18	..	16	..	13	..	18	..	19	..	19	..	19	..	18	..	11	..	13	..	15	..	
425..	33	..	33	..	33	..	33	..	33	..	33	..	33	..	33	..	33	..	33	..	33	..	
426..	..	22	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	
427..	141	..	141	..	141	..	141	..	141	..	141	..	141	..	141	..	141	..	141	..	141	..	
429..	32	..	18	1	10	..	10	..	10	..	10	..	10	..	19	..	19	..	19	..	19	..	
430..	29	10	26	14	29	10	29	10	29	10	29	10	29	10	29	10	29	10	29	10	29	9	
431..	29	4	1	32	29	4	31	2	33	..	31	2	31	2	28	5	27	6	30	3	33	..	
432..	4	20	..	24	..	24	..	23	1	23	..	1	23	..	24	..	24	..	24	..	21	3	
433..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	15	..	
435..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	
436..	13	..	4	6	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	
437..	14	1	12	2	15	1	13	1	15	2	16	..	16	..	14	2	5	6	6	8	17	..	
438..	168	..	161	..	161	..	161	..	161	..	161	..	161	..	162	..	162	..	162	..	162	..	
440..	4	12	..	22	..	25	..	25	1	23	..	..	..	..	..	23	..	23	..	..	1	20

Local Union No.	QUESTION No. 15												Question No. 16													
	Question No. 10		Question No. 11		Question No. 12		Question No. 13		Question No. 14		No. 1			No. 2		No. 3		No. 4		No. 5		No. 6		No. 7		
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against		For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	
395.	18	..	17	..	17	..	17	..	17	..	16	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
396.	47	..	47	..	47	..	47	..	47	..	47	..	47	..	47	..	47	..	47	..	47	..	47	..	47	..
397.	17	..	17	..	17	..	17	..	17	..	16	1	16	1	13	1	12	1	14	1	13	4	13	4	13	4
398.	11	..	12	..	12	..	12	..	12	2	10	2	10	2	10	2	10	2	10	2	10	2	10	2	10	2
401.	17	..	17	..	17	..	17	..	17	..	10	17	..	17	..	17	..	17	..	17	..	17	..	17	..	
402.	40	..	14	12	14	16	44	..	44	..	3	43	..	..	..	..	..	..	..	..	..	..	..	..	..
406.	..	27	27	..	27	..	27	..	27	..	3	43	..	..	..	..	..	..	..	..	..	..	..	..	..
407.	142	..	142	..	142	..	142	..	142	..	139	..	134	..	130	..	130	..	132	..	132	..	132	..	138	..
408.	60	..	58	..	58	..	58	..	58	..	10	25	10	25	10	25	10	25	10	25	10	25	10	25	10	42
409.	28	5	10	5	10	5	14	12	22	2	22	2	22	10	22	10	22	10	22	10	22	10	22	10	12	10
411.	21	..	21	..	21	..	21	..	21	..	18	3	19	2	19	2	19	2	20	1	19	2	20	1	19	..
413.	10	12	28	..	28	..	2	27	20	3	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	21
416.	1147	..	147	..	145	2	147	1	9	96	8	2	8	2	8	2	8	2	7	34	6	36	8	7	28	41
417.	10	..	10	..	10	..	10	..	10	..	8	2	8	2	8	2	8	2	8	2	8	2	8	2	8	2
419.	..	..	..	..	..	..	..	..	..	..	48	1	41	..	40	..	40	..	42	..	42	..	42	..	42	..
420.	42	..	42	..	42	..	42	..	42	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
423.	23	..	21	..	21	..	21	..	21	..	9	..	15	5	11	9	13	8	12	2	10	..	10	..	10	..
424.	30	..	30	..	30	..	30	..	30	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..
425.	30	..	30	..	30	..	30	..	30	..	26	..	26	..	19	1	15	2	16	..	10	7	8	..	11	..
426.	22	..	22	..	22	..	22	..	22	..	26	..	146	..	146	..	146	..	146	..	146	..	146	..	146	..
427.	141	..	141	..	141	..	141	..	141	..	121	6	13	4	13	4	13	4	17	1	16	1	12	3	12	3
429.	26	1	26	12	26	..	10	7	15	1	13	8	13	8	13	8	13	8	16	1	16	1	12	3	32	3
430.	27	9	25	10	27	10	25	11	27	9	10	30	10	28	10	28	10	28	10	28	10	28	10	28	10	29
431.	32	1	31	2	33	..	5	28	33	..	33	..	33	..	33	..	33	..	33	..	33	..	33	..	32	1
432.	1	23	..	24	2	22	20	4	24	..	24	..	24	..	24	..	24	..	24	..	24	..	24	..	24	..
433.	15	..	..	..	..	..	..	..	17	..	10	7	10	7	10	7	10	7	10	7	10	7	10	7	10	7
435.	13	7	10	..	..	..	..	..	19	..	13	6	13	6	13	6	13	6	13	6	13	6	13	6	13	6
436.	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..
437.	15	2	11	3	..	..	11	5	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..
438.	163	..	163	..	164	..	164	..	164	..	164	..	164	..	164	..	164	..	164	..	164	..	164	..	164	..
440.	1	20	..	22	..	..	21	..	14	..	11	10	11	10	11	10	11	10	11	10	11	10	11	10	11	10

QUESTION No. 24																									
Local Union No.	Question No. 17		Question No. 18		Question No. 19		Question No. 20		Question No. 21		Question No. 22		Question No. 23		No. 1		No. 2		No. 3		No. 4		No. 5		
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	
395..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	
396..	47	..	47	..	47	..	47	..	47	..	47	..	47	..	47	..	47	..	47	..	47	..	47	..	
397..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	
398..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	
401..	16	..	16	..	16	..	16	..	16	..	14	..	14	..	14	..	14	..	14	..	14	..	12	..	
402..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	
406..	24	..	24	..	24	..	24	..	24	..	24	..	24	..	24	..	24	..	24	..	24	..	24	..	
407..	135	..	136	..	133	..	133	..	133	..	133	..	134	..	134	..	134	..	134	..	134	..	134	..	
408..	41	..	..	..	35	..	35	..	38	..	..	..	37	..	37	..	37	..	37	..	37	..	37	..
409..	18	15	16	12	6	12	10	26	15	18	13	1	16	5	16	..	40	..	39	..	39	..	39	..	
411..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	20	..	21	..	21	..	21	..	
413..	25	..	12	7	12	7	20	1	17	..	18	4	24	1	24	..	20	..	20	..	20	..	20	..	
416..	40	..	45	..	45	..	38	..	35	..	35	..	35	..	31	..	24	..	24	..	24	..	24	..	
417..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	
419..	70	4	72	3	12	12	12	12	61	..	12	..	60	..	60	..	63	..	61	..	61	..	61	..	
420..	42	..	42	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	
423..	9	..	9	..	9	..	9	..	9	..	9	..	10	..	10	..	10	..	10	..	10	..	10	..	
424..	7	..	7	..	7	..	7	..	7	..	8	..	8	..	8	..	6	..	6	..	6	..	6	..	
425..	26	..	25	..	25	..	25	..	25	..	11	..	11	..	11	..	11	..	13	..	13	..	13	..	
426..	18	..	22	..	22	..	22	..	22	..	11	..	22	..	22	..	12	..	22	..	22	..	22	..	
427..	146	..	146	..	146	..	146	..	136	..	136	..	136	..	136	..	10	..	1	..	1	..	1	..	
429..	32	..	32	..	32	..	33	..	33	..	34	..	34	..	34	..	36	..	36	..	36	..	35	..	
430..	21	9	25	9	28	9	30	..	26	..	25	..	26	..	26	..	19	..	36	..	36	..	35	..	
431..	33	..	21	..	21	..	25	4	17	..	17	..	17	..	17	..	17	..	11	..	16	..	16	..	
432..	..	24	24	..	24	..	24	..	24	..	1	23	24	..	24	..	17	..	24	..	17	..	17	..	
433..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
435..	8	..	6	..	6	..	8	..	8	..	..	..	8	..	8	..	..	..	7	..	7	..	7	..
436..	11	2	13	1	13	13	13	..	13	..	13	..	13	..	13	..	13	..	6	..	6	..	13	..	
437..	11	4	11	2	10	5	7	8	10	4	5	8	8	7	14	..	9	5	5	8	2	7	13	..	
438..	164	..	64	..	64	..	64	..	64	..	64	..	64	..	64	..	64	..	64	..	64	..	64	..	
440..	..	20	..	20	..	14	..	12	..	14	..	14	..	14	..	9	..	5	..	19	..	4

QUESTION No. 21 Continued				QUESTION No. 26						Question No. 27		Question No. 28		QUESTION No. 29					
No. 6		No. 7		No. 1		No. 2		No. 3		No. 1		No. 2		No. 3		No. 4			
For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against		
395..	6	7	3	15	2	16	1	9	5	11	..	17	..	17	..	17	..		
396..	47	..	47	47	..	47	..	47	..	47	..	47	..	47	..	47	..		
397..	16	15	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..		
398..	12	11	1	12	..	12	..	12	..	12	..	12	..	12	..	12	..		
401..	12	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..		
402..	46	2	44	46	..	..	46	46	..	46	..	46	..	46	..	46	..		
406..	..	24	24	24	24	24	..	24	..	24	..	24	..	24	..	24	..		
407..	38	..	14	20	..	18	2	20	..	20	..	20	..	20	..	20	..		
408..	36	35	..	35	..	35	..	35	..	36	..	37	..	36	..	39	..		
409..	18	2	..	22	9	25	5	30	..	24	5	32	..	32	..	32	..		
411..	20	20	2	20	..	20	..	20	..	20	..	20	..	20	..	20	..		
413..	24	1	25	30	..	30	..	30	..	27	..	22	2	20	..	20	..		
416..	..	32	36	34	..	34	..	34	..	34	..	32	..	31	..	31	..		
417..	10	10	10	10	61	10	..	10	..	10	..	10	..	10	..	10	..		
419..	61	68	67	..	..	..	66	61	4	36	..	59	..	..	54	..	58		
420..	12	..	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..		
423..	10	10	10	10	..	10	..	10	..	10	..	10	..	10	..	10	..		
424..	10	2	10	9	..	6	..	10	..	12	..	15	..	9	..	5	..		
425..	13	13	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..		
426..	21	19	22	21	1	2	16	20	..	19	1	20	..	19	..	18	..		
427..	35	..	35	35	..	35	..	..	16	35	..	23	..	35	..	35	..		
429..	37	40	..	40	..	42	..	..	42	42	..	42	..	42	..	42	..		
430..	16	11	11	1	21	1	21	1	21	12	..	16	..	17	..	17	..		
431..	17	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..		
432..	..	24	2	19	..	19	..	19	..	19	..	19	..	19	..	19	..		
433..	..	..	17	..	..	..	..	..	..	..	..	..	..	..	..	..	..
435..	7	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..		
436..	13	2	7	13	..	6	5	13	..	13	..	13	..	13	..	13	..		
437..	5	9	..	15	1	20	1	16	7	19	2	13	5	11	5	14	6		
438..	64	64	..	64	..	64	..	64	..	64	..	64	..	64	..	64	..		
440..	4	4	..	4	1	1	21	21	..	10	..	17	..	17	..	15	..		

Local Union No.	Question No. 29 Continued		Question No. 30		Question No. 31		Question No. 32		Question No. 33		Question No. 34		Question No. 35		Question No. 36		Question No. 37		Question No. 38		Question No. 39		Question No. 40		Question No. 41	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
395.	17	..	16	..	15	..	11	..	14	3	15	1	16	..	10	5	15	..	15	..	15	1	15	..	10	3
396.	47	..	47	..	47	..	47	..	47	..	47	..	47	..	47	..	47	..	47	..	47	..	47	..	47	..
397.	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	15	..
398.	8	5	13	..	13	..	12	..	12	1	13	..	13	..	13	..	13	..	13	..	12	4	9	..	15	..
401.	11	..	11	..	11	..	10	1	10	..	10	..	10	..	7	6	17	11	11	1	17	..	11	..	9	..
402.	46	..	46	..	46	..	46	..	46	..	46	..	46	..	..	46	46	45	1	46	..	46	..	46	..	
406.	24	..	24	..	24	..	24	..	24	..	24	..	24	..	24	..	24	..	24	..	24	..	24	..	24	..
407.	20	..	20	..	20	..	15	5	20	..	20	..	20	..	20	..	21	24	21	..	21	..	21	..	20	..
408.	37	..	37	..	33	..	38	..	38	..	38	..	36	..	..	36	34	36	..	39	..	..	..	39	..	
409.	32	..	32	..	3	8	3	12	..	32	..	32	..	30	..	9	4	18	9	32	..	32	..	32	..	
411.	20	..	20	..	20	..	18	2	20	..	18	2	20	..	20	..	20	..	20	..	20	..	20	..	20	..
413.	20	..	21	1	23	..	25	..	18	2	24	..	24	..	15	9	14	4	28	..	20	..	20	..	18	..
416.	34	..	34	..	36	..	34	..	33	1	34	..	31	..	31	..	31	..	35	..	49	..	35	..	36	..
417.	10	..	10	..	10	..	10	..	10	..	10	..	10	..	..	10	..	10	..	10	..	10	..	10	..	
419.	..	50	5	45	49	..	59	..	57	..	49	..	3	38	..	69	..	80	..	53	..	61	..	10	..	
420.	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
423.	10	..	10	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
424.	5	..	3	..	2	1	4	..	5	1	6	..	8	..	5	..	7	..	10	..	6	..	6	..	9	..
425.	14	..	14	..	15	..	12	6	18	..	18	..	18	..	18	..	18	..	19	..	20	..	20	..	20	..
426.	14	..	19	..	15	..	23	..	24	..	24	..	24	..	24	..	25	..	25	..	23	..	24	..	22	..
427.	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..
429.	42	..	42	..	42	..	44	1	46	..	46	..	44	2	46	..	46	..	46	..	47	..	44	..	40	3
430.	17	..	18	..	15	..	17	..	11	8	13	3	13	..	21	..	9	7	20	2	20	..	40	..	16	..
431.	17	..	17	..	17	..	17	..	16	1	16	1	17	..	17	..	17	..	17	..	17	..	17	..	17	..
432.	..	19	9	10	19	..	19	..	18	1	19	..	18	1	18	..	16	3	19	..	19	..	19	..	19	..
433.	..	..	16	..	16	..	16	..	14	2	16	..	..	..	..	16	..	16	..	16	..	16	..	16	..	
435.	7	..	7	..	7	..	7	..	7	..	7	..	1	6	..	7	..	7	..	7	..	7	..	7	..	
436.	13	..	13	..	13	..	11	1	16	..	16	..	13	..	13	..	11	13	13	..	13	..	13	..	13	..
437.	15	1	19	2	16	4	..	..	18	3	..	18	..	21	..	22	2	1	1	18	2	13	9	22	1	
438.	64	..	64	..	64	..	64	..	64	..	64	..	64	..	64	..	64	..	64	..	64	..	64	..	64	..
440.	14	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..

Local Union No.	Question No. 42		Question No. 43		Question No. 41		Question Nos. 45		Question No. 46		Question No. 47		Question No. 48		Question No. 49		Question No. 50		Question No. 51		Question No. 52	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
395	16	..	17	10	2	10	15	..	14	..	15	..	15	..	14	..	15	..	15	..	15	..
396	42	..	..	..	42	..	42	..	42	..	42	..	42	..	42	..	42	..	42	..	42	..
397	16	..	..	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..
398	9	..	..	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
401	11	..	..	..	11	..	11	..	7	..	11	..	11	..	11	..	8	..	8	..	9	..
402	46	..	..	..	24	7	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..
406	24	..	..	..	24	..	24	..	24	..	24	..	24	..	24	..	23	..	23	..	23	..
407	21	..	..	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	20	..
408	39	..	..	..	38	..	37	..	23	..	33	..	32	..	32	..	31	..	31	..	30	..
409	16	5	2	5	16	5	1	3	3	1	8	1	14	..	9	2	16	8	20	..	20	..
411	20	..	..	..	..	..	..	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..
413	22	..	..	..	25	1	17	..	24	1	21	..	18	..	18	..	17	..	16	..	10	..
416	32	1	..	..	31	..	30	..	28	..	28	..	30	..	20	1	11	..	1	..	1	..
417	10	..	..	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	8	..
419	59	..	..	..	47	3	49	..	..	..	12	..	12	..	12	..	12	..	12	..	39	3
420	12	..	..	..	..	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
423	9	..	..	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
424	9	..	1	..	7	..	7	..	6	..	6	..	6	..	6	..	7	..	8	..	8	..
425	21	..	..	..	19	..	19	..	19	..	19	..	19	..	17	..	17	..	17	..	17	..
426	24	..	..	..	22	1	23	..	24	..	22	..	21	..	22	..	19	..	20	..	20	..
427	35	..	..	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..
429	45	..	..	..	45	..	45	..	46	..	46	..	46	..	46	..	47	..	48	..	48	..
430	14	..	..	..	16	..	12	..	16	..	8	1	11	..	4	..	10	1	3	1	6	..
431	17	..	..	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	14	3
432	18	1	19	5	17	14	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..
433	15	..	..	..	..	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..
435	7	..	..	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..
436	13	..	..	..	..	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..
437	19	1	..	..	16	..	21	..	1	16	19	..	7	..	2	..	2	..	20	..	18	..
438	64	..	..	..	..	..	64	..	64	..	64	..	64	..	64	..	64	..	64	..	64	..
440	18	..	..	..	18	..	17	..	17	..	17	..	16	..	17	..	15	2	17	..	17	1

Local Union No.	Question No. 53		Question No. 54		Question No. 55		Question No. 56		Question No. 57		Question No. 58		Question No. 59		Question No. 60		Question No. 61		Question No. 62	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
395	15	..	15	..	10	..	15	..	11	1	15	..	14	..	14	..	14	..	14	..
396	42	..	42	..	42	..	42	..	42	..	42	..	42	..	42	..	42	..	42	..
397	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
401	8	1	8	1	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
402	46	..	46	..	8	1	9	..	9	..	44	..	10	..	10	..	10	..	10	..
406	23	..	23	..	46	..	46	..	46	..	23	..	44	..	44	..	41	..	40	..
407	20	..	19	..	19	..	19	..	23	..	..	..	23	..	23	..	23	..	20	..
408	30	..	30	..	19	..	19	..	18	..	19	..	19	..	19	..	20	..	20	..
409	32	..	32	..	32	..	32	..	31	..	31	..	30	..	30	..	29	..	32	..
411	20	..	20	..	20	..	20	..	8	18	20	..	20	..	20	..	20	..	21	..
413	12	..	12	..	13	..	13	..	22	..	10	..	28	..	31	..	18	..	32	..
416	1	..	1	..	28	..	28	..	22	..	17	..	18	..	20	..	18	..	21	..
417	10	..	10	..	10	..	10	..	10	..	29	..	29	..	20	..	10	..	20	..
419	..	..	3	..	3	..	60	..	58	4	3	..	54	..	10	..	10	..	8	..
420	12	..	12	..	..	..	12	..	12	..	64	..	12	..	..	..	46	..	34	..
423	9	..	9	..	9	..	9	..	9	..	9	..	12	..	12	..	12	..	12	..
424	8	..	4	..	..	..	5	..	7	..	..	..	9	..	9	..	9	..	9	..
425	17	..	17	..	18	..	18	..	18	..	7	..	4	..	3	..	6	..	3	..
426	20	..	24	..	9	..	22	..	18	..	18	..	18	..	18	..	18	..	18	..
427	35	..	35	..	35	..	35	..	23	..	24	..	24	..	22	..	22	..	22	..
429	48	..	48	..	48	..	48	..	35	..	35	..	35	..	35	..	35	..	35	..
430	12	..	8	..	8	..	10	..	48	..	48	..	48	..	48	..	48	..	48	..
431	16	1	17	..	17	..	17	..	15	..	12	..	14	..	12	..	14	..	14	..
432	..	18	18	..	18	..	18	..	17	..	17	..	17	..	17	..	14	..	13	..
433	..	..	13	..	13	..	13	..	16	2	16	..	18	..	17	..	11	..	11	..
435	7	..	7	..	7	..	7	..	13	..	13	..	13	..	13	..	13	..	7	..
436	13	..	13	..	13	..	13	..	7	..	7	..	13	..	7	..	13	..	13	..
437	16	1	15	4	5	..	18	..	13	..	13	..	17	..	13	..	13	..	12	..
438	64	..	64	..	64	..	64	..	12	4	64	..	63	..	63	..	63	..	63	..
440	16	1	16	..	14	2	16	..	16	..	16	..	16	..	..	..	20	..	..	..

Local Union No.	QUESTION No. 63				Question No. 64	Question No. 65	QUESTION No. 66				Question No. 67		Question No. 68		Question No. 69		Question No. 70						
	No. 1		No. 2				No. 1	No. 2	No. 3	For	Against	For	Against	For	Against	For	Against	For	Against				
	For	Against	For	Against																			
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against					
395	..	15	3	..	4	..	10	..	10	..	2	..	15	..	15	..	15	..	15	..	
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397	15	15	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	
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401	10	10	9	..	9	..	9	..	9	..	10	..	9	..	9	..	9	..	8	..	
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406	23	23	..	23	..	23	..	23	..	23	..	5	..	23	..	23	..	23	..	23	..
407	20	..	21	..	21	..	21	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	
408	32	..	32	..	31	..	30	..	30	..	30	..	30	..	30	..	31	..	31	..	31	..	
409	27	..	26	..	4	..	14	..	29	..	29	..	32	..	25	..	32	..	32	..	31	..	
411	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	
413	17	..	17	..	14	..	13	..	12	..	12	..	14	..	12	..	12	..	12	..	16	..	
416	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	
417	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	
419	39	..	45	..	49	..	41	..	39	..	39	..	32	..	35	..	40	..	40	..	31	..	
420	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	
423	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	
424	4	1	8	..	5	..	5	..	4	..	4	..	6	..	1	..	5	..	5	..	6	..	
425	17	..	17	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	18	..	
426	24	..	24	..	22	..	22	..	22	..	22	..	24	..	22	..	22	..	22	..	22	..	
427	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	
429	47	..	47	..	48	..	48	..	48	..	48	..	48	..	48	..	48	..	48	..	48	..	
430	14	..	14	..	12	..	12	..	10	..	10	..	14	..	4	..	10	..	12	..	12	..	
431	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	13	..	
432	..	11	..	11	..	11	..	10	..	1	..	9	..	8	..	9	..	1	..	1	..	8	..
433	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
435	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	
436	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	
437	11	2	16	..	11	..	12	..	15	..	15	..	17	..	16	..	16	..	16	..	18	..	
438	63	..	63	..	63	..	63	..	63	..	63	..	63	..	63	..	63	..	63	..	63	..	
440	17	3	..	28	..	30	..	..	..	..	28	..	1	29	31	..	17	..	17	..	4	..

QUESTION No. 6

Local Union No.	Question No. 1		Question No. 2		Question No. 3		Question No. 4		Question No. 5		Section No. 1		Section No. 2		Section No. 3		Section No. 4		Section No. 5		Section No. 6		Section No. 7	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
441..	62	..	63	..	63	8	20	44	64	..	64	..	64	..	64	..	64	..	64	..	64	..	64	..
444..	76	..	76	..	74	5	76	76	74	2	76	..	76	..	76	..	76	..	76	..	76	..	76	..
445..	..	..	..	..	..	11	..	..	..	11	7	4	9	4	4	9	..	18	4	..	3	..	11	4
446..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
448..	28	..	39	..	40	18	..	40	18	15	12	12	12	16	16	12	12	12	12	12	12	16	12	
450..	29	3	41	35	4	..	29	4	..	20	47	11	20	3	84	4	32	84	32	84	32	24	84	
451..	81	8	84	21	..	25	..	84	84	2	84	..	30	33	..	..	35	..	36	..	35	..	30	..
453..	25	..	2	27	1	22	..	23	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..
454..	44	..	44	..	23	..	..	23	166	..	168	..	168	..	168	..	168	..	168	..	168	..	168	..
457..	164	2	150	18	..	97	93	23	23	4	5	8	10	22	..	..	28	..	24	..	25	..	19	..
459..	23	..	22	..	30	..	..	28	30	..	19	..	22	21	..	..	21	..	24	..	24	..	23	..
461..	30	..	2	28	..	26	..	18	..	14	..	1	19	..	..	..	28	..	24	..	24	..	19	..
462..	20	1	23	..	4	20	..	17	14	2	5	1	..	4	..	..	15	15	2	13	3	10	1	
463..	24	..	24	..	24	..	145	..	17	6	139	..	145	..	145	..	145	..	145	..	145	..	145	..
464..	145	..	145	..	145	..	145	..	145	..	27	..	27	1	27	1	27	1	27	1	27	1	30	1
465..	32	..	34	..	34	..	..	34	17	15	27	..	27	..	27	..	15	135	22	135	27	31	135	..
470..	21	..	24	..	23	..	..	23	22	..	24	..	22	25	..	..	15	135	22	135	27	31	135	..
471..	86	..	119	..	109	..	..	109	132	..	135	..	135	..	135	..	135	..	135	..	135	..	135	..
472..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..
474..	11	..	11	..	11	..	11	..	11	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
476..	82	..	102	..	97	..	97	..	94	1	115	..	115	..	115	..	115	..	115	..	115	..	115	..
477..	14	..	13	..	14	..	..	14	14	..	14	..	14	..	13	13	13	1	11	1	10	2	14	..
478..	135	..	136	..	85	..	51	85	70	66	138	..	138	..	138	..	138	..	138	..	138	..	138	..
479..	13	1	10	..	2	..	2	11	13	..	14	..	14	..	14	..	11	..	14	..	10	..	13	..
481..	22	..	16	1	11	6	..	16	11	6	1	..	22	18	1	4	7	16	1	13	1	18	1	
482..	97	..	74	3	70	..	..	70	67	..	68	..	64	..	65	50	12	45	69	1	10	69	10	
486..	69	..	69	..	69	..	..	69	69	..	69	..	69	..	69	..	69	..	69	..	69	..	69	..
487..	6	5	1	8	..	9	..	11	11	..	10	10	1	1	10	10	1	10	1	10	1	10	1	
489..	23	..	23	..	23	..	..	23	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..
490..	85	..	70	15	..	80	..	75	67	..	60	..	60	..	..	..	60	..	74	..	74	..	50	..
491..	12	..	2	10	12	..	..	12	12	..	12	..	12	..	12	..	6	6	..	7	..	11	..	

QUESTION No. 8

Question No. 7	Article I						Article II						Question No. 9										
	Section No. 1		Section No. 2		Section No. 3		Section No. 4		Section No. 5		Section No. 6			Section No. 1		Section No. 2		Section No. 3		Section No. 4			
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against		For	Against	For	Against	For	Against	For	Against		
441..	64	..	64	..	64	..	64	..	64	..	64	..	64	..	64	..	64	..	64	..	65	..	
444..	76	..	76	..	76	..	76	..	76	..	76	..	76	..	76	..	76	..	76	..	76	..	
445..	14	4	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	
446..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	
448..	17	10	9	12	9	12	9	12	9	12	9	12	9	12	9	12	9	12	9	12	..	40	..
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451..	84	..	83	..	83	..	83	1	83	1	83	1	83	1	84	..	84	..	84	..	84	..	
453..	34	..	33	..	35	..	26	5	30	4	31	2	31	2	8	20	33	..	3	24	31	..	
454..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	
457..	165	..	140	29	..	160	12	12	160	12	160	12	160	12	170	..	170	..	170	..	170	..	
459..	18	4	23	..	..	16	..	13	2	12	3	12	8	7	9	8	8	8	9	4	23	..
461..	14	1	19	..	30	..	13	..	21	..	19	..	14	..	9	1	14	..	4	..	29	..	
462..	24	..	14	..	12	..	20	..	18	..	15	..	18	..	18	..	18	..	18	..	18	..	
463..	4	11	..	2	..	1	..	4	..	2	4	..	1	4	10	..	
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465..	30	1	29	..	29	..	29	..	29	..	29	..	29	..	30	..	30	..	30	..	30	..	
470..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	
471..	23	1	147	..	147	..	147	..	147	..	147	..	147	..	146	..	146	..	146	..	146	..	
472..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	
474..	12	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
476..	114	..	137	..	144	..	144	..	144	..	144	..	144	..	147	..	147	..	147	..	147	..	
477..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	
478..	138	..	138	..	138	..	138	..	138	..	87	51	138	..	138	..	138	..	138	..	138	..	
479..	13	..	11	1	..	7	3	..	3	5	6	2	2	..	8	..	10	..	5	..	14	..	
481..	16	..	17	..	14	..	12	1	9	5	14	1	14	1	9	3	5	..	4	8	20	..	
482..	69	..	68	..	69	..	55	15	45	19	46	19	69	..	52	3	60	10	57	2	60	..	
486..	69	..	69	..	69	..	69	..	69	..	69	..	69	..	69	..	69	..	69	..	69	..	
487..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	
489..	23	..	..	23	..	..	23	..	..	23	..	..	23	..	..	23	..	..	23	..	23	..
490..	75	..	75	..	75	..	55	..	55	..	55	..	50	10	60	..	50	..	50	..	50	..	
491..	12	..	11	..	..	12	..	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..

Local Union No.	Question No. 10				Question No. 11				Question No. 12				Question No. 13				Question No. 14				QUESTION No. 15								Question No. 16																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																							
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441.	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..</

QUESTION No. 24																									
Local Union No.	Question No. 17		Question No. 18		Question No. 19		Question No. 20		Question No. 21		Question No. 22		Question No. 23		No. 1		No. 2		No. 3		No. 4		No. 5		
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444..	76	..	76	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	
445..	11	1	16	..	8	..	8	..	8	..	4	1	7	..	8	..	11	..	7	..	9	..	7	..	
446..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	
448..	19	5	39	..	33	..	16	..	16	..	8	1	14	..	16	..	10	..	10	..	10	..	10	..	
450..	1	18	11	1	11	1	5	..	15	..	13	..	17	..	11	..	10	..	5	..	10	..	11	..	
451..	84	..	84	..	84	..	14	..	14	..	84	..	84	..	84	..	84	..	12	..	13	..	84	..	
453..	19	3	22	..	23	..	17	..	1	..	16	..	16	..	17	..	17	..	..	..	1	..	15	..
454..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	
457..	172	..	172	..	168	..	15	..	14	..	130	..	160	..	148	..	163	..	17	..	175	..	175	..	
459..	21	..	22	..	14	..	18	..	18	..	16	..	16	..	19	..	13	..	11	..	15	..	18	..	
461..	13	..	29	..	11	..	15	..	15	..	14	..	19	..	9	..	9	..	11	..	7	..	9	..	
462..	13	..	14	..	14	..	12	..	12	..	13	..	12	..	12	..	12	..	13	..	13	..	14	..	
463..	3	..	12	..	18	..	5	..	5	..	..	3	4	..	2	..	3	..	..	..	2	..	..	..
464..	145	..	145	..	145	..	..	..	..	..	145	..	145	..	145	..	140	..	5	..	20	..	120	..
465..	24	..	21	..	27	..	17	..	17	..	25	..	17	..	19	..	19	..	19	..	25	..	25	..	
470..	..	27	..	..	27	..	..	..	..	..	..	..	25	..	25	..	25	..	25	..	25	..	25	..
471..	1	109	..	109	..	109	..	109	..	109	..	109	..	109	..	109	..	109	..	19	..	49	..	90	..
472..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	
474..	11	..	10	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	
476..	40	..	105	..	105	..	105	..	105	..	73	..	73	..	83	..	83	..	83	..	83	..	153	..	
477..	14	..	14	..	13	..	13	..	13	..	14	..	14	..	13	..	13	..	13	..	13	..	13	..	
478..	138	..	138	..	135	..	135	..	135	..	135	..	135	..	135	..	135	..	135	..	135	..	135	..	
479..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	..	..	..	..	..	..	..	..	..	..
481..	13	..	14	..	3	..	10	..	13	..	11	..	14	..	3	..	1	..	14	..	4	..	6	..	
482..	50	2	47	..	46	..	48	..	48	..	49	..	55	..	54	..	46	..	46	..	46	..	47	..	
486..	69	..	69	..	69	..	69	..	69	..	69	..	69	..	69	..	69	..	69	..	69	..	69	..	
487..	7	2	7	2	7	2	7	2	7	2	12	..	9	..	9	..	9	..	9	..	9	..	9	..	
489..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	
490..	75	10	65	..	50	..	50	..	50	..	40	..	45	..	50	..	40	..	45	..	47	..	43	..	
491..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	

Local Union No.	QUESTION No. 24 Continued				QUESTION No. 25				QUESTION No. 26				QUESTION No. 27				QUESTION No. 28				QUESTION No. 29			
	No. 6		No. 7		Question No. 25		No. 1		No. 2		No. 3		Question No. 27		Question No. 28		No. 1		No. 2		No. 3		No. 4	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
441..	64	..	63	..	63	..	63	..	61	..	61	..	56	..	56	..	49	..	49	..	49	..	18	36
444..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..
445..	7	..	6	..	6	..	6	..	9	..	8	..	10	..	10	..	10	..	10	..	9	..	9	..
446..	10	..	7	..	3	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	9	..	9	..
448..	8	..	28	..	5	..	8	..	23	..	9	1	6	..	6	..	9	..	9	..	9	..	9	..
450..	12	..	15	..	15	..	15	..	14	..	15	..	16	..	17	..	17	..	13	..	15	..	..	11
451..	84	..	84	..	84	..	84	..	84	..	84	..	84	..	84	..	84	..	84	..	84	..	..	13
453..	13	..	1	..	17	..	16	..	1	13	1	..	14	..	14	..	13	..	14	..	14	..	..	13
454..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..
457..	175	..	130	..	167	..	180	..	180	..	180	..	180	..	175	..	175	..	175	..	175	..	175	..
459..	17	..	14	..	16	..	16	..	19	..	18	..	20	..	16	..	13	..	16	..	11	..	12	..
461..	9	..	13	..	16	..	8	..	17	..	16	..	8	..	10	..	11	..	9	..	7	..	5	..
462..	9	..	12	..	13	..	13	..	13	..	13	..	12	..	10	..	10	..	11	..	4	..	6	..
463..	..	..	4	..	4	..	..	..	..	..	..	..	6	..	8	..	..	..	..	..	..	..	2	..
464..	120	..	20	..	145	..	145	..	145	..	145	..	145	..	145	..	145	..	145	..	145	..	140	..
465..	..	..	17	..	17	..	14	..	2	14	2	..	13	..	13	..	2	14	2	14	2	14	2	14
470..	25	..	25	..	25	..	24	..	24	..	24	..	24	..	24	..	24	..	24	..	24	..	24	..
471..	..	..	90	..	90	..	90	..	90	..	90	..	90	..	90	..	90	..	90	..	90	..	90	..
472..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..
474..	..	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..
476..	153	..	153	..	120	..	120	..	120	..	120	..	60	..	60	..	60	..	60	..	60	..	60	..
477..	13	..	10	..	12	..	13	..	1	12	13	..	12	..	13	..	13	..	13	..	13	..	13	..
478..	135	..	135	..	134	..	135	..	135	..	135	..	138	..	138	..	136	..	136	..	136	..	135	..
479..	..	..	14	..	14	..	..	..	..	..	14	..	14	..	14	..	..	..	..	..	..	..	..	..
481..	..	..	1	..	13	..	15	..	1	..	5	8	14	..	13	..	5	8	10	..	6	..	7	..
482..	45	..	45	..	48	..	44	..	47	..	..	47	50	..	48	..	42	..	40	..	34	..	35	..
486..	69	..	69	..	69	..	69	..	69	..	69	..	69	..	69	..	69	..	69	..	69	..	69	..
487..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
489..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..
490..	47	..	3	..	45	..	47	..	10	..	50	2	55	..	58	..	4	..	10	..	49	..	8	..
491..	12	..	12	..	12	..	12	..	12	..	12	..	11	..	11	..	11	..	11	..	11	..	11	..

Local Union No.	Question No. 29 Con- tinued		Question No. 30		Question No. 31		Question No. 32		Question No. 33		Question No. 34		Question No. 35		Question No. 36		Question No. 37		Question No. 38		Question No. 39		Question No. 40		Question No. 41	
	No. 5																									
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
441.	49	..	39	..	39	7	39	1	38	..	39	..	39	..	38	..	39	..	45	..	45	..	45	..	45	..
444.	16	..	15	16	15	..	15	15	15	..	15	..	15	..	15	..	2	13	15	..	15	..	15	..	15	..
445.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	..	9	..	..	..	5	3
446.	10	..	9	..	7	3	..	..	..	..	..	..	..	..	10	..	10	..	10	..	10	..	..	..	10	..
448.	9	11	12	1	17	..	16	9	16	7	10	18	16	10	16	18	20	11	20	8	5	14	..	14	..	
450.	..	..	15	..	15	..	16	9	16	7	10	18	16	10	16	18	20	11	20	8	5	14	..	14	..	
451.	84	..	84	..	17	..	16	9	16	7	10	18	16	10	16	18	20	11	20	8	5	14	..	14	..	
453.	11	..	13	..	12	..	84	..	26	..	84	..	28	1	84	..	84	..	83	1	84	..	84	..	84	..
454.	23	..	23	..	1	..	26	..	1	..	28	1	29	..	29	..	23	..	30	..	29	..	23	..	30	..
457.	175	..	163	14	175	9	23	..	23	..	23	..	23	..	23	..	137	48	175	22	195	..	195	..	175	23
459.	15	..	20	1	18	..	14	..	14	..	14	..	162	27	190	..	137	48	175	22	195	..	195	..	175	23
461.	1	..	7	..	5	14	14	3	19	17	3	18	14	3	19	17	7	15	23	..	23	..	24	..	19	..
462.	12	..	13	..	13	..	13	5	16	17	8	21	17	5	17	..	8	21	17	..	19	..	22	..	22	..
463.	..	..	3	..	6	..	13	..	5	..	5	..	13	..	5	..	8	..	9	..	12	..	12	..	12	..
464.	140	5	145	..	12	..	15	..	12	..	15	..	145	..	145	..	12	3	15	..	20	..	2	..	12	..
465.	2	14	40	..	17	..	16	1	145	145	14	..	145	..	145	..	145	..	17	..	145	..	145	..	145	..
470.	24	24	24	..	24	..	6	8	22	2	14	..	17	..	21	..	20	..	20	..	21	..	21	..	20	..
471.	..	90	..	90	..	..	26	19	22	..	..	..	21	..	21	..	20	..	20	..	21	..	21	..	20	..
472.	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	63	..	63	..	63	..	63	..	63	..
474.	..	11	..	..	11	..	11	..	28	..	10	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..
476.	60	..	58	..	58	..	4	7	28	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
477.	13	..	13	..	14	..	72	..	72	..	72	..	72	..	72	..	118	..	3	..	22	..	53	..	80	3
478.	135	..	135	..	138	..	14	..	14	..	13	..	13	..	13	..	10	..	12	..	13	..	13	..	13	..
479.	14	..	14	..	14	..	138	..	138	..	138	..	138	..	136	..	136	..	133	..	133	..	133	..	133	..
481.	16	..	14	..	14	..	1	..	17	..	1	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..
482.	36	..	16	..	14	..	1	..	17	..	1	..	11	..	11	..	12	..	13	..	17	..	17	..	17	..
486.	69	..	69	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	34	..
487.	9	..	9	..	69	..	69	..	69	..	69	..	69	..	69	..	69	..	69	..	69	..	69	..	69	..
489.	23	..	23	..	9	..	9	..	9	..	9	..	9	..	9	..	12	..	9	..	9	..	9	..	12	..
490.	51	..	58	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..
491.	11	..	11	..	58	..	58	..	60	..	64	..	63	5	69	..	64	8	49	..	..	..	41	..	48	..

Local Union No.	Question No. 42		Question No. 43		Question No. 44		Question No. 45		Question No. 46		Question No. 47		Question No. 48		Question No. 49		Question No. 50		Question No. 51		Question No. 52		
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	
441	45	..	45	7	45	3	12	10	44	8	7	44	..	44	2	44	..	43	..	42	..	42	7
444	15	..	8	..	3	10	..	15	15	13	15	13	15	13	15	15	13	15	14	14	8	..	
445	..	..	..	..	9	..	..	..	10	..	..	..	..	9	..	..	..	..	9	..	9	..
446	10	..	10	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
448	4	..	1	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..
450	14	..	15	1	14	..	..	14	15	16	16	16	16	16	8	3	8	9	..	..	..	13
451	84	84	84	..	83	83	83	84	84	84	84	84	84	84	84	29	84	84	84	84	84	..	
453	30	30	30	..	30	30	30	30	29	1	..	..	30	30	1	..	..	30	..	30	30	..
454	23	23	23	..	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	..	
457	160	41	137	39	187	..	..	142	37	22	187	..	189	..	139	22	179	18	188	190	8	..
459	16	13	22	15	15	22	22	6	1	6	9	9	9	9	9	..	10	..	9	9	8	..	
461	22	22	22	..	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	..	
462	12	12	12	..	12	12	12	10	12	12	6	5	6	6	3	9	10	..	12	10	10	..	
463	8	..	9	..	9	..	..	..	..	..	..	..	1	..	..	..	3	..	..	5	3	..
464	145	..	145	15	145	4	..	145	..	140	5	13	145	1	145	..	145	..	145	120	25	..	
465	15	1	20	..	..	21	21	12	24	9	9	13	145	3	6	9	9	1	11	7	2	..
470	20	..	20	..	63	63	63	28	28	24	63	63	23	23	40	40	21	40	40	20	40	..	
471	63	63	63	..	28	28	28	63	28	28	28	63	28	28	28	28	28	28	28	28	28	..	
472	28	28	28	..	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	9	9	..	
474	10	10	10	..	12	12	12	12	39	10	43	1	80	2	60	1	60	..	60	60	60	..	
476	80	97	97	..	14	14	14	14	14	14	14	14	14	14	13	1	14	..	14	14	14	..	
477	14	1	15	..	133	133	133	66	66	66	132	..	132	..	132	1	130	14	130	14	14	..	
478	133	14	133	14	14	14	14	14	14	14	132	..	132	..	132	14	130	14	128	128	14	..	
479	14	..	12	..	10	10	10	9	11	..	5	..	6	..	9	14	14	14	14	14	14	..	
481	14	..	12	..	35	35	35	33	35	..	36	..	6	..	36	2	35	2	11	10	2	..	
482	34	..	34	..	69	69	69	69	69	..	37	..	37	..	36	..	35	..	34	38	38	..	
486	69	69	69	..	12	12	12	12	12	1	10	1	69	..	69	..	69	..	69	69	69	..	
487	12	12	7	..	..	..	..	10	10	1	10	1	10	1	10	1	10	1	10	1	10	..
489	23	23	23	..	5	5	5	23	23	23	52	8	50	23	52	3	58	4	6	23	23	..	
490	45	10	85	..	20	20	20	60	10	..	52	8	50	23	52	3	58	4	6	23	23	..	
491	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..

Local Union No.	Question No. 53		Question No. 54		Question No. 55		Question No. 56		Question No. 57		Question No. 58		Question No. 59		Question No. 60		Question No. 61		Question No. 62		
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	
441	43	..	43	..	43	..	43	..	43	..	1	42	43	..	40	1	42	..	42	..	
444	11	..	11	..	11	..	11	..	11	..	6	5	11	..	8	3	11	..	11	..	
445	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
446	9	..	9	..	8	..	9	..	8	..	9	..	9	..	9	..	9	..	9	..	
448	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	11	..
450	..	13	3	10	2	11	..	13	2	9	4	7	11	..	11	..	..	..	11	11
451	84	..	84	..	84	..	84	..	84	..	84	..	84	..	84	..	84	..	84	..	
453	29	..	30	..	26	4	29	..	23	6	29	..	29	..	13	16	28	1	28	..	
454	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	
457	128	69	197	..	127	60	136	43	197	..	207	..	187	5	189	..	197	..	179	27	
459	1	7	8	..	7	..	9	..	8	..	9	..	10	..	8	..	8	..	8	..	
461	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	
462	2	9	13	..	22	13	11	1	2	12	10	1	10	..	10	..	5	7	..	10	
463	2	..	6	..	..	..	..	..	10	..	5	..	3	2	2	..	1	5	2	..
464	15	130	145	..	145	..	145	..	145	..	125	20	145	..	145	..	145	..	145	..	
465	..	13	10	..	8	13	7	..	12	1	13	..	13	..	10	1	13	..	13	..	
470	..	20	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	
471	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..
472	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	
474	..	9	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	
476	60	..	60	..	127	1	127	1	127	1	127	1	127	1	127	6	75	..	24	..	
477	13	1	13	1	14	..	14	1	13	..	133	14	133	14	9	4	14	..	14	..	
478	128	..	128	..	128	..	132	..	132	..	133	..	133	..	133	..	133	..	133	..	
479	..	14	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	
481	2	9	14	..	8	3	12	..	10	..	8	1	8	1	10	..	12	1	7	..	
482	37	..	39	..	38	..	38	..	38	..	38	..	37	..	34	8	39	..	36	..	
486	69	..	69	..	69	..	69	..	69	..	..	..	69	..	69	..	69	..	69	..
487	10	1	10	1	10	1	10	1	10	1	10	..	10	1	10	1	10	1	10	1	
489	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	
490	49	6	47	1	48	..	47	..	62	..	61	1	60	3	63	..	64	..	10	50	
491	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..

Local Union No.	QUESTION No. 63				Question No. 64		QUESTION No. 66				Question No. 67		Question No. 68		Question No. 69		Question No. 70	
	No. 1		No. 2		For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
	No. 1		No. 2															
	No. 1	No. 2																
441	42	42	11	9	39	11	10	39	11	5	39	11	39	11	39	11	39	11
444	11	11	9	9	11	9	9	11	9	5	11	9	11	9	11	9	11	9
445	9	9	9	9	9	9	9	9	9	5	9	9	9	9	9	9	9	9
446	9	9	9	9	9	9	9	9	9	5	9	9	9	9	9	9	9	9
448	11	11	11	11	11	11	11	11	11	5	11	11	11	11	11	11	11	11
450	84	84	29	29	84	29	29	84	29	5	84	29	84	29	84	29	84	29
451	29	29	29	29	29	29	29	29	29	5	29	29	29	29	29	29	29	29
453	23	23	23	23	23	23	23	23	23	5	23	23	23	23	23	23	23	23
454	23	23	23	23	23	23	23	23	23	5	23	23	23	23	23	23	23	23
457	127	127	48	198	187	187	208	208	208	5	208	208	208	208	208	208	208	208
459	10	10	10	10	9	9	8	9	9	5	9	9	9	9	9	9	9	9
461	22	22	22	22	22	22	22	22	22	5	22	22	22	22	22	22	22	22
462	13	13	13	13	2	2	2	2	2	5	2	2	2	2	2	2	2	2
463	12	12	10	10	145	145	145	145	145	5	145	145	145	145	145	145	145	145
464	145	145	14	14	9	9	11	9	9	5	9	9	9	9	9	9	9	9
465	20	20	20	20	20	20	20	20	20	5	20	20	20	20	20	20	20	20
470	20	20	20	20	20	20	20	20	20	5	20	20	20	20	20	20	20	20
471	40	40	40	40	40	40	40	40	40	5	40	40	40	40	40	40	40	40
472	28	28	28	28	28	28	28	28	28	5	28	28	28	28	28	28	28	28
474	9	9	9	9	9	9	9	9	9	5	9	9	9	9	9	9	9	9
476	148	148	14	14	179	179	179	179	179	5	179	179	179	179	179	179	179	179
477	14	14	14	14	14	14	14	14	14	5	14	14	14	14	14	14	14	14
478	133	133	133	133	133	133	133	133	133	5	133	133	133	133	133	133	133	133
479	14	14	14	14	14	14	14	14	14	5	14	14	14	14	14	14	14	14
481	12	12	12	12	12	12	12	12	12	5	12	12	12	12	12	12	12	12
482	37	37	42	42	33	33	32	33	33	5	33	33	33	33	33	33	33	33
486	69	69	69	69	69	69	69	69	69	5	69	69	69	69	69	69	69	69
487	8	8	8	8	11	11	11	11	11	5	11	11	11	11	11	11	11	11
489	23	23	23	23	23	23	23	23	23	5	23	23	23	23	23	23	23	23
490	51	51	56	56	60	60	59	60	60	5	60	60	60	60	60	60	60	60
491	68	68	68	68	68	68	68	68	68	5	68	68	68	68	68	68	68	68

QUESTION No. 6

Local Union No.	Question No. 1		Question No. 2		Question No. 3		Question No. 4		Question No. 5		Section No. 1		Section No. 2		Section No. 3		Section No. 4		Section No. 5		Section No. 6		Section No. 7			
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against		
492..	55	..	55	..	54	160	2	55	7	153	..	55	260	41	..	55	16	..	55	260	41	..	55	260	41	..
493..	260	..	260	..	..	41	..	41	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
495..	39	..	36	1	..	54	..	54	..	..	..	54	41	..	..	54	..	54	..	54	..	54	..	54	..
496..	53	..	54	..	54	..	..	54	..	..	..	54	41	..	..	54	..	54	..	54	..	54	..	54	..
497..	16	56	23	18	15	72	2	34	1	7	..	40	41	..	..	40	..	40	..	41	..	40	..	40	..
498..	7	..	7	..	7	..	7	..	7	..	..	7	..	..	..	7	..	7	..	7	..	7	..	7	..
501..	41	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
503..	16	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
507..	22	1	..	..	..	30	..	21	3	9	..	16	33	..	..	16	..	33	..	16	33	..	16	33	..
511..	14	..	1	13	14	1	13	5	9	..	..	14	..	..	..	14	..	14	..	14	..	14	..	14	..
512..	18	..	19	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
513..	47	..	1	..	..	55	..	1	..	..	..	68	68	..	..	68	..	78	..	82	..	32	..	49	..
514..	36	..	16	9	..	21	..	27	1	..	..	37	37	..	..	37	..	37	..	37	..	37	..	37	..
515..	33	..	32	..	32	..	28	10	12	..	..	34	34	..	..	35	..	33	..	33	..	33	..	34	..
517..	22	..	3	..	12	..	15	..	11	..	..	25	25	..	..	28	..	27	..	22	..	25	..	25	..
518..	18	..	19	..	19	..	19	13	5	..	..	17	..	17	..	18	..	12	..	6	..	19	..	16	..
519..	10	..	7	..	..	..	9	7	2	..	..	11	..	11	..	9	..	6	..	9	..	9	..	9	..
521..	80	1	83	..	..	76	..	1	87	..	..	79	72	..	..	75	..	75	..	75	..	75	..	75	..
522..	48	1	54	..	..	2	..	53	1	..	..	1	1	..	..	53	..	54	..	54	..	53	..	54	..
523..	15	..	5	6	6	4	13	2	13	..	..	13	14	..	..	18	..	19	..	18	..	2	..	17	..
524..	11	..	5	6	6	12	..	12	..	..	..	7	11	..	..	11	..	11	..	11	..	11	..	11	..
525..	40	..	40	..	40	..	40	40	40	..	..	40	40	..	..	40	..	40	..	40	..	40	..	40	..
526..	180	1	144	..	19	2	161	155	4	..	..	162	..	..	..	162	..	162	..	162	..	162	..	162	..
527..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
531..	24	..	24	..	..	24	..	..	24	..	..	24	24	..	..	24	..	24	..	24	..	24	..	24	..
532..	12	10	19	1	12	19	14	10	9	..	..	10	12	..	..	6	..	10	..	10	..	10	..	12	..
534..	10	3	16	..	17	..	16	7	7	..	..	10	10	..	..	14	..	11	..	15	..	14	..	15	..
535..	10	..	10	..	10	..	10	10	10	..	..	10	10	..	..	4	..	9	..	10	..	10	..	10	..
540..	18	..	15	..	8	..	18	1	17	..	..	14	14	..	..	14	..	14	..	14	..	14	..	14	..
541..	14	..	3	..	8	..	..	10	1	..	..	11	11	..	..	6	..	8	..	11	..	10	..	10	..
542..	3	1	..	..	6	..	6	..	5	..	..	6	..	..	..	..	..	5	..	5	..	5	..	5	..

QUESTION No. 8																							
Question No. 7	Article I						Article II						Question No. 9										
	Section No. 1		Section No. 2		Section No. 3		Section No. 4		Section No. 5		Section No. 6			Section No. 1		Section No. 2		Section No. 3		Section No. 4			
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against		For	Against	For	Against	For	Against	For	Against		
492..	55	..	..	55	..	55	..	55	..	55	..	55	..	55	..	55	..	55	..	55	..	
493..	260	..	260	..	260	..	260	..	260	..	260	..	260	..	260	..	260	..	260	..	260	..	
495..	41	..	41	..	41	..	41	..	41	..	41	..	41	..	41	..	41	..	41	..	41	..	
496..	54	..	54	..	54	..	54	..	54	..	54	..	54	..	54	..	54	..	54	..	54	..	
497..	40	1	84	4	84	4	84	4	84	4	84	4	84	4	24	..	24	..	24	..	24	..	
498..	7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
501..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
503..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	
507..	24	..	16	..	15	..	5	13	23	..	22	..	16	..	17	..	8	..	29	..	19	..	
511..	..	14	13	1	3	8	7	4	5	6	10	..	5	3	10	1	6	4	10	1	12	1	
512..	..	..	19	..	..	..	..	..	..	..	..	..	..	..	19	..	..	..	19	..	..	..
513..	68	11	72	9	..	..	59	14	62	5	48	..	90	2	109	..	72	4	38	19	60	18
514..	37	..	28	..	1	36	..	36	36	..	36	..	29	..	28	..	36	..	36	..	36	..	
515..	33	..	33	..	33	..	7	33	..	7	..	33	..	30	..	30	..	30	..	33	..	33	..
517..	6	..	5	..	..	..	..	..	7	..	7	..	7	..	7	..	7	..	7	..	15	..
518..	5	14	7	12	6	10	11	2	12	14	10	3	9	7	8	10	2	15	18	10	8	..	
519..	8	2	9	9	9	9	13	16	12	9	..	9	9	10	..	10	13	16	13	16	8	..	
521..	59	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
522..	54	..	52	..	53	..	14	53	16	53	..	14	..	13	16	53	13	53	53	16	52	1	
523..	18	..	28	..	12	..	11	..	16	..	20	..	4	..	27	..	13	..	24	..	23	..	
524..	9	1	12	..	12	..	11	..	11	..	11	..	12	..	12	..	11	..	11	..	12	..	
525..	40	..	40	..	40	..	40	..	157	40	40	..	40	..	40	..	40	..	40	..	40	..	
526..	4	151	157	1	157	1	157	1	157	1	157	1	158	..	158	..	158	..	158	..	142	1	
527..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	
531..	24	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	
532..	10	12	11	10	19	18	18	1	10	1	16	1	19	..	18	..	19	..	19	..	11	10	
534..	..	13	4	11	14	16	..	..	..	..	..	..	..	..	..	..	..	..	..	..	17	..
535..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	17	..	
540..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	
541..	9	..	10	..	9	..	9	..	9	..	9	..	10	..	10	..	8	..	11	..	10	..	
542..	..	5	..	5	..	5	..	5	..	5	..	5	..	5	..	5	..	5	..	5	..	5	..

Local Union No.	QUESTION No 15										Question No. 16	
	QUESTION No 15										For	Against
	Question No. 10	Question No. 11	Question No. 12	Question No. 13	Question No. 14	No. 1	No. 2	No. 3	No. 4	No. 5	No. 6	No. 7
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
492.	55	..	55	2	55	26	29	38	17	27	28	14
493.	260	..	260	..	260	41	..	260	..	260	..	54
495.	41	..	40	..	40	41	..	41	..	41	..	260
496.	53	..	53	..	53	47	..	..	..	43	..	41
497.	38	..	40	..	..	162	..	..	162	..	162	44
498.	7	..	7	..	7	..	1	..	7	..	7	..
501.	31	..	..	..	..	49	..	47	..	37	..	7
503.	16	..	16	..	16	16	..	16	..	16	..	..
507.	12	..	13	..	15	17	..	..	25	..	25	..
511.	1	7	3	7	3	4	..	14	13	..	13	..
512.	..	..	14	..	..	19	..	..	19	..	19	..
513.	67	5	30	14	40	80	..	..	77	..	79	..
514.	36	..	30	5	30	25	5	1	3	6	7	85
515.	30	..	3	20	14	22	9	15	5	2	20	2
517.	17	..	28	..	26	21	8	21	8	21	8	32
518.	12	4	4	11	4	16	16	16	16	16	16	8
519.	..	9	..	10	8	6	6	..	6	..	7	6
521.	32	..	82	..	50	81	..	49	..	66	60	..
522.	53	..	25	16	53	53	..	53	53	..	53	41
523.	11	..	17	1	18	10	32	10	27	10	28	80
524.	12	..	12	..	12	17	10	17	10	11	10	53
525.	40	..	40	..	40	40	..	40	..	40	..	15
526.	133	14	156	..	146	153	..	153	1	153	..	151
527.	15	..	..	..	15	15	..	..	15	..	15	..
531.	23	..	23	..	15	23	..	..	23	..	23	..
532.	18	..	19	..	19	15	6	15	5	13	23	..
534.	..	12	12	..	..	10	7	10	7	10	7	6
535.	10	..	10	..	10	18	2	18	2	17	5	..
540.	14	..	10	3	30	31	..	11	9	8	10	17
541.	6	..	8	..	11	12	9	11	30	..	30	..
542.	5	..	5	..	5	9	5	..	2	..	11	2
	..	..	..	..	..	..	..	..	5	..	5	..

QUESTION No. 24																								
Local Union No.	Question No. 17		Question No. 18		Question No. 19		Question No. 20		Question No. 21		Question No. 22		Question No. 23		No. 1		No. 2		No. 3		No. 4		No. 5	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
492..	55	..	52	8	55	..	55	..	55	..	55	..	54	1	55	..	55	..	55	..	55	..	55	..
493..	260	..	260	..	259	..	260	..	260	..	250	..	260	..	260	..	160	..	160	..	160	..	160	..
495..	41	..	41	..	11	..	11	..	11	..	56	9	11	..	11	..	10	..	10	..	10	..	10	..
496..	41	..	42	..	42	..	42	..	56	..	56	..	56	..	55	..	55	..	55	..	55	..	55	..
497..	49	..	49	..	124	..	40	..	40	..	40	..	40	..	42	..	31	..	74	..	24	..	39	..
498..	7	..	..	..	7	..	7	..	..	..	7	..	7	..	..	..	..	..	..	..	..	..	..	..
501..	..	..	..	..	..	..	39	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
503..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..
507..	15	..	22	..	20	..	14	..	14	..	14	..	14	..	..	..	14	..	25	..	25	..	25	..
511..	14	..	13	1	14	..	11	2	6	7	2	12	9	4	6	8	3	9	11	1	1	12	2	11
512..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
513..	48	..	61	..	68	..	56	..	52	..	70	..	78	..	62	..	68	..	78	..	82	..	78	..
514..	20	..	20	..	20	..	18	..	15	..	15	..	21	..	16	1	13	..	18	1	..	23	20	..
515..	17	..	19	1	12	1	13	..	15	1	14	..	18	..	7	..	6	9	17	..	9	..	10	..
517..	6	..	6	..	1	7	2	..	5	..	7	..	8	..	9	..	9	..	9	..	9	..	9	..
518..	15	1	17	..	5	8	9	3	14	1	3	9	16	..	15	..	15	..	7	8	..	16	8	7
519..	..	7	..	5	6	..	6	..	1	4	..	6	7	..	..	7	7	7	7	7	..	7	..	7
521..	33	..	45	..	53	..	30	..	30	..	41	..	48	..	37	1	35	8	40	..	30	..	40	..
522..	52	1	53	..	2	51	53	..	49	4	53	..	53	..	53	..	34	..	34	..	34	..	34	..
523..	23	..	28	..	10	4	26	..	21	..	26	..	18	..	10	..	16	..	13	1	16	..	4	..
524..	6	1	6	1	6	1	6	1	6	1	7	..	7	1	6	..	5	..	13	..	10	..	9	..
525..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..
526..	152	..	152	..	150	..	150	..	150	..	14	148	149	1	150	..	150	..	150	..	150	..	150	..
527..	15	..	15	..	15	..	15	..	15	..	23	..	15	..	15	..	15	..	15	..	15	..	15	..
531..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..
532..	4	..	6	..	7	7	3	4	10	1	15	..	16	..	2	11	2	4	12	..	..	6	3	3
534..	17	..	17	..	17	..	..	..	..	..	..	..	17	..	17	..	..	..	..	..	..	..	..	..
535..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
540..	29	..	29	..	27	..	28	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	26	..
541..	10	..	9	..	9	..	9	..	8	..	10	..	9	..	8	..	7	..	9	..	8	..	11	..
542..	7	..	6	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..

QUESTION No. 24 Continued				QUESTION No. 25				QUESTION No. 26				Question No. 27		Question No. 28		QUESTION No. 29			
No. 6		No. 7		No. 1		No. 2		No. 3		No. 1		No. 2		No. 3		No. 1		No. 2	
For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
492..	55	55	..	55	..	55	..	55	..	59	1	60	..	60	..	60	..	60	..
493..	160	160	..	160	..	160	..	160	..	160	..	160	..	160	..	160	..	160	..
495..	10	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
496..	55	55	1	56	..	56	..	56	..	56	..	56	..	49	..	49	..	49	..
497..	38	..	..	1	36	1	..	102	..	89	..	111	..	..	72	..	98	..	..
498..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
501..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
503..	16	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..
507..	25	..	..	26	..	26	..	26	..	7	..	7	..	11	..	11	..	11	..
511..	1	12	10	2	2	5	9	3	11	10	3	11	3	9	4	10	2	11	1
512..	..	..	..	19	..	19	..	..	..	19	..	..	..	..	..	..	..	..	..
513..	89	..	..	2	68	2	70	59	..	60	7	68	..	57	19	58	9	5	26
514..	12	18	1	15	..	23	..	22	..	22	..	20	..	21	..	21	..	24	..
515..	9	2	11	15	..	14	..	15	..	15	..	13	..	11	2	6	2	9	5
517..	9	9	..	8	..	7	..	..	..	7	..	8	..	8	..	8	..	8	..
518..	10	3	12	1	16	..	..	10	5	13	1	14	..	13	1	12	1	14	1
519..	..	7	7	6	..	7	7	7	7	..	7	7	7	..	7	..	7	..	7
521..	35	..	35	2	34	1	3	36	..	36	..	39	..	60	..	60	..	60	..
522..	34	..	34	34	..	34	..	34	..	34	..	34	..	34	..	34	..	34	..
523..	7	6	2	10	11	17	..	19	..	17	1	14	..	16	..	13	..	13	..
524..	7	..	7	2	8	11	1	11	1	11	1	11	1	11	1	11	1	11	1
525..	40	..	40	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..
526..	150	..	150	..	145	..	140	147	..	147	..	145	..	144	..	144	..	144	..
527..	15	..	15	..	15	..	..	15	..	15	..	15	..	15	..	15	..	15	..
531..	23	..	23	..	23	..	..	23	..	23	..	23	..	23	..	23	..	23	..
532..	1	11	..	13	..	12	..	18	..	16	..	7	..	15	..	14	..	..	..
534..	..	..	..	..	..	..	..	..	..	17	..	17	..	17	..	..	..	..	..
535..	..	10	9	1	10	1	9	9	1	10	..	17	..	9	1	8	2	1	9
540..	26	..	26	..	26	..	26	26	..	26	..	10	..	10	..	24	..	25	1
541..	11	..	9	..	11	..	11	10	..	9	1	11	..	6	..	6	..	6	..
542..	8	..	8	..	8	..	8	8	..	8	..	8	..	8	..	8	..	8	..

Local Union No.	Question No. 29 Continued		Question No. 30		Question No. 31		Question No. 32		Question No. 33		Question No. 34		Question No. 35		Question No. 36		Question No. 37		Question No. 38		Question No. 39		Question No. 40		Question No. 41		
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	
492.	60	..	60	..	58	2	60	..	60	..	60	..	60	..	60	..	57	3	60	..	60	..	60	..	60	..	
493.	160	..	160	..	11	149	..	160	..	160	..	160	..	160	..	160	..	159	1	160	..	160	..	160	..	160	..
495.	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	
496.	49	..	48	..	14	18	43	..	43	..	43	..	47	..	40	..	40	..	38	1	38	..	36	..	36	..	
497.	98	..	88	..	90	..	90	..	90	..	90	..	95	..	95	..	..	180	92	1	182	..	72	..	72	..
498.	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	
501.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
503.	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	11	..	16	..	16	..	16	..	16	..	
507.	11	..	9	..	2	10	7	..	7	..	7	..	10	..	10	..	11	..	11	..	13	..	10	..	9	..	
511.	4	..	..	..	10	2	7	..	5	..	5	..	8	..	14	..	6	5	7	6	11	1	9	4	13	..
512.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
513.	72	..	49	..	59	11	78	1	80	2	72	3	69	..	72	3	69	4	59	..	69	10	68	1	3	69	
514.	24	..	22	..	20	3	21	..	21	..	21	..	20	..	22	..	20	..	20	..	21	..	21	..	21	..	
515.	12	..	9	..	21	..	15	..	18	..	16	2	9	..	16	2	9	..	19	..	24	..	20	..	22	..	
517.	8	..	7	..	2	6	6	..	7	..	7	..	7	..	7	..	8	..	8	..	8	..	8	..	8	..	
518.	13	2	15	..	15	17	17	..	13	2	16	..	13	2	16	..	7	5	..	15	..	11	..	14	..
519.	..	7	..	7	..	7	..	7	..	7	..	7	..	..	..	7	..	..	..	..	..	..	6	..	7	..
521.	30	..	34	..	48	..	24	..	32	..	41	..	36	..	41	..	36	1	46	..	56	..	52	..	54	..	
522.	34	..	34	..	34	..	34	..	34	..	34	..	34	..	34	..	34	34	34	34	34	..	34	..	34	..	
523.	18	..	10	..	16	..	12	..	16	..	21	..	15	..	21	..	15	..	19	..	18	..	18	..	22	..	
524.	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	1	1	..	11	..	
525.	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	..	40	40	40	40	..	40	..	40	..
526.	144	..	145	3	148	3	150	..	150	..	150	..	149	..	150	..	149	1	151	..	151	..	146	..	149	..	
527.	15	..	15	..	15	..	15	..	15	..	15	..	23	..	15	..	23	15	15	..	15	..	15	..	15	..	
531.	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	23	23	..	23	..	23	..	23	..	
532.	7	..	3	1	8	1	11	..	17	..	16	..	8	..	16	..	8	5	14	..	13	1	12	..	12	..	
534.	17	15	15	..	17	..	17	..	17	..	17	..	17	..
535.	10	..	6	4	3	7	10	..	10	..	10	..	5	..	10	..	5	..	9	..	10	..	10	..	10	..	
540.	24	..	24	..	25	..	25	..	25	..	21	..	21	..	21	..	20	1	21	..	21	..	21	..	21	..	
541.	..	8	5	..	10	1	10	..	9	..	6	..	9	..	10	..	9	..	10	..	11	..	11	..	11	..	
542.	8	..	8	..	9	..	10	..	9	..	10	..	10	..	7	..	9	..	11	..	14	..	14	..	14	..	

Local Union No.	Question No. 42		Question No. 43		Question No. 44		Question No. 45		Question No. 46		Question No. 47		Question No. 48		Question No. 49		Question No. 50		Question No. 51		Question No. 52		
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	
492	60	..	58	2	59	1	60	..	60	..	57	3	60	..	60	..	60	..	60	..	60	..	
493	160	..	160	..	160	..	160	..	160	..	160	..	160	..	160	..	160	..	160	..	160	..	
495	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	
496	36	..	36	..	35	..	35	..	35	..	36	..	36	..	35	..	35	..	35	..	34	..	
497	77	1	33	1	80	..	70	..	35	1	40	..	40	..	42	..	37	40	..	40	..
498	7	..	..	..	..	..	..	..	7	..	7	..	7	..	..	..	..	..	7	..	7	..
501	11	..	..	..	11	..	..	..	..	..	11	..	..	..	..	..	..	..	..	..	..	..
503	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	
507	13	..	13	..	10	..	11	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	
511	10	3	12	..	11	1	10	2	1	13	14	..	7	7	9	2	10	1	9	2	11	1	
512	..	..	..	..	..	..	..	..	66	7	..	..	68	7	59	4	66	..	..	58	59	9
513	69	..	51	..	3	64	61	9	66	..	62	9	..	..	..	..	..	..	..	..	..	..
514	21	..	20	..	20	..	18	..	18	..	15	..	15	..	15	..	15	..	15	..	15	..	
515	18	..	14	..	12	2	9	..	8	..	19	..	17	..	13	1	14	..	11	..	16	..	
517	8	..	4	3	6	..	10	..	11	..	13	..	13	..	7	..	9	..	7	1	12	..	
518	8	..	12	2	13	..	13	..	12	..	12	..	10	2	12	2	10	2	10	2	10	1	
519	7	..	12	7	7	7	..	7	..	7	7	..	7	7	7	7	7	7	7	7	7	7	
521	44	..	49	..	35	..	39	..	38	..	39	..	48	..	38	..	41	..	31	..	42	..	
522	34	..	34	..	34	..	34	..	34	..	34	..	34	..	34	..	34	..	34	..	34	..	
523	18	..	22	..	15	..	17	..	19	..	17	..	16	..	15	..	15	..	13	..	11	..	
524	11	1	11	1	11	1	11	1	11	1	11	1	11	1	11	1	11	1	11	1	11	1	
525	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	
526	150	..	146	3	151	..	141	..	138	..	148	..	135	..	152	..	144	..	146	..	144	..	
527	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	
531	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	
532	13	1	12	..	14	..	10	..	7	..	13	..	15	..	10	..	10	..	7	..	14	..	
534	17	..	17	..	17	..	17	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
535	10	..	10	..	10	..	10	..	10	..	10	..	10	..	9	..	9	..	9	..	9	..	
540	21	..	21	..	8	9	17	..	16	1	17	..	17	..	17	..	17	..	17	..	17	..	
541	8	..	9	..	7	..	5	..	8	..	9	..	9	..	5	..	7	..	7	..	8	..	
542	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	

Local Union No.	Question No. 53		Question No. 54		Question No. 55		Question No. 56		Question No. 57		Question No. 58		Question No. 59		Question No. 60		Question No. 61		Question No. 62	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
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493	160	..	160	..	160	..	160	..	160	..	160	..	160	..	160	..	160	..	160	..
495	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
496	33	..	33	..	33	..	33	..	33	..	33	..	33	..	33	..	33	..	33	..
497	40	..	80	..	80	..	82	..	82	..	54	..	60	..	61	..	60	..	58	..
498	..	..	7	..	7	..	7	..	..	..	7	..	7	..	7	..	7	..	7	..
501	11	..	..	..	..	..	..	..	11	..	..	..	..	..	..	..	11	..	..	..
503	16	..	16	..	16	..	16	..	..	16	..	16	..	16	..	16	..	16	..	..
507	10	..	10	..	10	..	10	..	1	10	9	..	10	..	1	11	12	..	10	..
511	6	7	11	2	8	4	14	..	10	3	1	10	2	11	1	12	1	12	1	12
512	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
513	2	68	50	3	47	7	53	2	69	4	62	4	68	2	62	4	72	4	69	..
514	15	..	15	..	15	..	15	..	15	..	15	..	13	2	14	..	13	2	14	..
515	6	2	6	2	11	..	11	..	12	..	12	..	8	..	6	..	11	..	5	3
517	9	..	12	..	10	..	13	..	14	..	9	4	10	..	5	5	10	..	8	..
518	9	..	9	1	7	..	11	..	11	..	11	..	9	1	8	2	9	..	6	3
519	..	7	..	7	7	..	..	7	..	7	7	..	..	7	..	7	..	7	..	7
521	36	..	4	46	31	..	42	2	37	1	25	..	30	..	26	..	28	..	27	..
522	34	34	34	..	34	..	34	..	5	29	34	..	34	..	34	..	1	30	34	..
523	12	..	18	..	16	..	14	..	17	..	12	6	15	..	15	..	19	..	19	..
524	11	1	11	1	11	1	11	1	11	1	11	1	11	1	11	1	11	1	11	1
525	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..
526	144	2	149	..	141	..	140	..	149	..	151	..	140	..	147	..	146	..	140	4
527	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
531	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..
532	10	..	9	..	9	1	10	..	13	..	12	..	7	..	5	..	16	..	7	..
534	..	..	15	..	..	..	..	..	13	..	16	..	17	..	15	..	15	..	15	..
535	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
540	17	..	17	..	17	..	17	..	12	5	14	..	17	..	16	1	17	..	13	4
541	3	..	9	..	4	..	6	..	10	..	..	..	8	..	8	..	7	2	9	..
542	14	..	14	..	14	..	2	12	14	..	14	..	14	..	13	1	12	..	12	..

Local Union No.	QUESTION No. 63				Question No. 64		QUESTION No. 66				Question No. 67		Question No. 68		Question No. 69		Question No. 70	
	No. 1		No. 2		For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
	For	Against	For	Against														
492	60	..	60	..	60	..	60	..	60	..	60	..	60	..	60	..	60	..
493	160	..	160	..	160	..	160	..	160	..	160	..	160	..	160	..	160	..
495	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
496	33	..	33	..	33	..	..	..	..	..	..	..	..	..	..	..	..	..
497	56	..	40	..	40	..	48	..	..	..	89	..	50	..	49	..	52	..
498	..	..	7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
501	..	..	11	..	..	..	..	..	..	..	..	..	..	..	11	..	11	..
503	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..
507	10	..	12	..	12	..	12	..	12	..	12	..	12	..	20	..	20	..
511	2	..	11	..	9	..	13	..	10	..	12	..	2	..	11	..	14	..
512	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
513	53	..	27	..	69	..	29	..	47	..	59	..	68	..	66	..	72	..
514	11	..	14	..	15	..	15	..	15	..	14	..	14	..	15	..	14	..
515	10	..	9	..	4	..	8	..	5	..	12	..	11	..	10	..	10	..
517	..	..	12	..	8	..	12	..	14	..	14	..	9	..	8	..	12	..
518	7	..	9	..	8	..	9	..	9	..	9	..	7	..	6	..	9	..
519	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..
521	28	..	28	..	28	..	24	..	27	..	12	..	26	..	29	..	24	..
522	4	..	34	..	34	..	34	..	34	..	32	..	32	..	34	..	34	..
523	14	..	16	..	16	..	19	..	21	..	18	..	22	..	20	..	25	..
524	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..
525	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..
526	147	..	147	..	150	..	150	..	147	..	147	..	141	..	148	..	149	..
527	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
531	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..
532	5	..	15	..	10	..	6	..	5	..	14	..	7	..	7	..	16	..
534	16	..	15	..	15	..	15	..	13	..	16	..	14	..	16	..	8	..
535	9	..	9	..	9	..	9	..	8	..	8	..	8	..	6	..	15	..
540	16	..	..	..	16	..	16	..	15	..	15	..	15	..	15	..	9	..
541	6	..	8	..	7	..	9	..	9	..	11	..	7	..	5	..	9	..
542	12	..	2	..	12	..	2	..	9	..	9	..	10	..	14	..	14	..

QUESTION No. 6

QUESTION No. 6																									
Local Union No.	Question No. 1		Question No. 2		Question No. 3		Question No. 4		Question No. 5		Section No. 1		Section No. 2		Section No. 3		Section No. 4		Section No. 5		Section No. 6		Section No. 7		
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	
546..	18	2	..	24	1	22	6	18	11	13	..	14	10	14	5	19	7	17	10	14	16	8	20	4	
549..	43	..	43	..	11	25	13	8	14	5	41	..	17	15	42	..	42	..	42	15	41	15	42	15	
550..	26	4	3	22	..	..	2	20	27	23	36	..	32	20	23	4	32	1	28	20	28	20	31	20
551..	31	..	34	..	..	20	9	36	7	9	..	20	29	20	..	29	..	29	..	29	29	29	29	29
553..	20	..	..	20	..	20	..	29	29	..	29	..	29	..	..	29	..	29	..	29	29	29	29	29
555..	11	18	..	29	..	29	..	19	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	
556..	19	..	..	19	..	16	..	16	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..
560..	16	..	16	..	..	11	..	10	..	9	..	5	6	5	..	10	..	10	5	4	6	1	7	1
561..	12	1	5	8	..	11	..	35	..	33	27	5	32	..	32	..	32	..	32	..	32	..	32	..	
562..	29	5	13	35	..	35	1	7	12	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	
563..	13	..	13	..	..	9	..	42	48	..	46	46	72	46	72	46	72	46	72	46	72	46	72	46
564..	40	1	1	43	..	35	..	72	..	72	..	..	72	..	72	..	72	..	72	..	72	..	72	..
567..	72	5	15	15	..	15	..	15	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	
568..	10	..	13	..	13	..	2	6	15	..	10	..	15	..	9	..	15	..	15	..	15	..	15	..	
570..	14	..	24	..	..	14	9	13	1	11	7	..	12	..	14	..	11	..	14	..	13	..	13	..
571..	22	..	..	..	5	12	11	6	9	8	1	16	1	16	11	16	1	16	11	16	11	16	11	16
572..	17	..	17	..	..	120	11	121	120	..	119	..	122	..	122	..	122	..	122	..	121	..	122	..
574..	119	..	117	..	..	574	1	51	50	1	51	..	51	..	51	..	51	..	51	..	51	..	51	..
575..	6	36	47	1	1	50	1	14	14	14	15	..	14	..	15	..	15	..	15	..	15	..	15	..	
576..	14	..	14	..	1	13	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..
577..	46	21	24	2	2	45	..	45	..	44	21	2	32	23	27	23	26	23	34	23	29	23	24	23	
578..	150	..	150	..	150	..	..	150	150	..	150	..	150	..	150	..	150	..	150	..	150	..	150	..
579..	150	..	150	..	150	..	..	150	150	..	150	..	150	..	150	..	150	..	150	..	150	..	150	..
580..	12	3	13	1	6	13	..	14	11	..	20	6	20	6	21	5	21	5	21	4	22	2	19	5	
581..	23	..	15	10	..	18	..	26	14	12	139	..	139	..	139	..	139	..	139	..	139	..	139	..	
586..	135	..	128	..	137	1	3	130	6	133	12	..	12	..	12	..	12	..	12	..	12	..	12	..	
590..	30	..	30	..	..	..	..	22	9	..	43	..	16	..	12	..	12	..	12	..	12	..	12	..
592..	20	..	21	..	14	..	..	43	43	..	43	..	43	..	43	..	43	..	43	..	43	..	43	..
593..	43	..	43	..	..	43	..	43	43	..	43	..	43	..	43	..	43	..	43	..	43	..	43	..
594..	16	..	5	5	..	8	..	10	..	4	3	1	3	..	2	1	2	1	2	1	3	..	5	..	
595..	25	..	21	..	3	19	4	24	16	4	18	..	20	1	22	1	19	..	13	2	23	..	24	..	

		QUESTION No. 8												Question No. 9	
		Article I						Article II							
		Section No. 1		Section No. 2		Section No. 3		Section No. 4		Section No. 5		Section No. 6		Section No. 7	
Local Union No.		Section No. 1		Section No. 2		Section No. 3		Section No. 4		Section No. 5		Section No. 6		Section No. 7	
		For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
546..	24	18	6	18	6	10	14	7	17	12	12	7	17	23	11
549..	42	19	1	19	1	43	20	41	20	43	20	43	20	41	20
550..	18	29	16	30	21	20	20	24	20	16	20	24	20	31	20
551..	31	29	20	30	21	20	20	24	20	16	20	24	20	31	20
553..	20	29	20	30	21	20	20	24	20	16	20	24	20	31	20
555..	29	29	20	30	21	20	20	24	20	16	20	24	20	31	20
556..	9	17	2	18	1	19	16	18	16	17	16	17	16	18	16
560..	16	17	16	18	1	19	16	18	16	17	16	17	16	18	16
561..	2	17	16	18	1	19	16	18	16	17	16	17	16	18	16
562..	4	17	16	18	1	19	16	18	16	17	16	17	16	18	16
563..	30	2	32	2	32	6	32	2	32	7	32	2	32	2	32
567..	5	6	2	2	3	6	2	2	8	7	1	4	4	1	2
568..	72	43	46	72	46	72	46	72	46	72	46	72	46	72	46
570..	8	7	15	10	15	9	17	11	17	2	15	6	5	10	11
571..	11	13	10	10	10	10	10	10	10	8	8	10	10	11	11
572..	13	13	10	10	10	10	10	10	10	8	8	10	10	11	11
574..	17	13	4	13	4	11	17	14	3	14	3	10	17	8	9
575..	121	118	122	122	118	51	17	17	23	19	1	22	2	9	7
576..	51	15	15	15	23	21	3	20	2	19	1	22	2	9	7
577..	24	29	24	24	2	21	3	20	2	19	1	22	2	9	7
578..	26	29	24	24	2	21	3	20	2	19	1	22	2	9	7
579..	26	29	24	24	2	21	3	20	2	19	1	22	2	9	7
580..	25	16	10	16	10	17	7	16	6	16	10	17	7	16	6
581..	139	130	139	139	130	139	30	139	30	139	30	139	30	139	30
586..	30	14	45	14	45	17	47	11	47	13	47	11	47	13	47
590..	30	14	45	14	45	17	47	11	47	13	47	11	47	13	47
592..	43	5	1	4	1	3	1	1	2	2	1	2	1	2	1
593..	43	5	1	4	1	3	1	1	2	2	1	2	1	2	1
594..	5	3	1	4	1	3	1	1	2	2	1	2	1	2	1
595..	1	19	22	13	22	22	1	20	2	22	1	20	2	21	1

Local Union No.	QUESTION No. 15										Question No. 16	
	Question No. 10		Question No. 11		Question No. 12		Question No. 13		Question No. 14		Question No. 15	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
546.	24	18	6	12	12	11	13	11	16	18	31	15
549.	41	41	2	19	19	9	26	26	40	..	43	26
550.	7	1	20	26	26	26	26	26	26	26	26	26
551.	12	19	..	18	18	..	26	26	26	26	26	26
553.	20	..	20	20	20	20	20	20	20	20	20	20
555.	29	..	29	29	29	29	29	29	29	29	29	29
556.	19	..	19	19	19	19	19	19	19	19	19	19
560.	16	..	16	16	16	16	16	16	16	16	16	16
561.	10	1	8	20	20	9	15	15	22	22	22	22
562.	30	30	..	30	30	30	30	30	30	30	30	30
563.	10	..	10	13	13	13	13	13	2	11	21	8
564.	46	46	..	46	46	46	46	46	38	1	36	2
567.	72	72	..	72	72	72	72	72	72	72	72	72
568.	17	..	17	17	17	17	17	17	17	17	17	17
570.	9	10	..	10	10	9	9	9	2	6	4	4
571.	12	..	14	22	22	20	20	20	23	5	13	9
572.	11	16	13	14	17	14	14	14	18	8	18	8
574.	122	122	..	122	122	122	122	122	122	122	122	122
575.	63	63	..	63	63	63	63	63	81	..	81	..
576.	17	17	..	17	17	17	17	17	17	17	17	17
577.	32	23	23	23	23	23	23	23	23	23	23	23
578.	150	40	..	23	23	27	27	27	150	27	150	27
579.	150	150	..	150	150	150	150	150	150	150	150	150
580.	..	1	4	12	12	10	10	10	10	10	10	10
581.	14	10	6	22	22	4	4	4	2	2	2	2
586.	139	139	..	139	139	138	138	138	137	..	137	..
590.	28	..	..	..	..	..	..	..	30	..	30	..
592.	16	..	..	21	21	16	16	16	18	5	14	9
593.	47	..	..	47	47	47	47	47	34	13	34	13
594.	4	..	..	2	2	2	2	2	6	4	6	4
595.	18	..	2	18	18	16	16	16	20	1	20	1

QUESTION No. 24																								
Local Union No.	Question No. 17		Question No. 18		Question No. 19		Question No. 20		Question No. 21		Question No. 22		Question No. 23		No. 1		No. 2		No. 3		No. 4		No. 5	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
546.	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..
549.	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
550.	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..
551.	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..
553.	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..
555.	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..
556.	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..
560.	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..
561.	22	1	22	4	22	4	22	4	22	4	22	4	22	4	22	4	22	4	22	4	22	4	22	4
562.	14	5	14	5	14	5	14	5	14	5	14	5	14	5	14	5	14	5	14	5	14	5	14	5
563.	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
564.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
567.	72	..	72	..	72	..	72	..	72	..	72	..	72	..	72	..	72	..	72	..	72	..	72	..
568.	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..
570.	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
571.	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
572.	15	2	15	2	15	2	15	2	15	2	15	2	15	2	15	2	15	2	15	2	15	2	15	2
574.	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..
575.	57	..	57	..	57	..	57	..	57	..	57	..	57	..	57	..	57	..	57	..	57	..	57	..
576.	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..
577.	..	23	..	23	..	23	..	..	23	..	..	23	..	..	23	..	..	23	..	..	23	..	..	23
578.	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
579.	150	..	150	..	150	..	150	..	150	..	150	..	150	..	150	..	150	..	150	..	150	..	150	..
580.	..	8	..	7	..	7	..	..	7	..	..	7	..	..	7	..	..	7	..	..	7	..	..	7
581.	15	2	15	2	15	2	15	2	15	2	15	2	15	2	15	2	15	2	15	2	15	2	15	2
586.	135	..	135	..	135	..	135	..	135	..	135	..	135	..	135	..	135	..	135	..	135	..	135	..
590.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
592.	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..
593.	47	..	47	..	47	..	47	..	47	..	47	..	47	..	47	..	47	..	47	..	47	..	47	..
594.	3	..	3	..	3	..	3	..	3	..	3	..	3	..	3	..	3	..	3	..	3	..	3	..
595.	18	1	18	1	18	1	18	1	18	1	18	1	18	1	18	1	18	1	18	1	18	1	18	1

QUESTION No. 21 Continued				QUESTION No. 26				Question No. 27		Question No. 28		QUESTION No. 29							
No. 6		No. 7		No. 1		No. 2		No. 3		No. 1		No. 2		No. 3		No. 4			
For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against		
546..	21	..	..	20	..	20	..	20	..	19	..	10	9	10	9	10	9
549..	12	26	..	11	..	11	..	12	..	7	..	10	..	10	..	10	..		
550..	..	..	26	26	..	26	..	26	..	26	..	..	26	..	26	..	26
551..	14	14	2	14	..	1	13	15	..	14	18	7	8	8	8	12	..		
553..	1	19	2	18	..	18	..	1	17	1	..	18	..	..	18	18	..
555..	..	29	12	17	..	29	..	29	..	29	..	18	29	..	29	29	29		
556..	8	..	..	7	..	..	..	..	..	..	..	..	..	8	..	8	..
560..	16	..	..	16	..	1	..	8	..	8	..	16	..	16	..	16	..
561..	5	16	6	20	..	25	..	16	..	16	..	21	..	21	..	21	..		
562..	5	6	6	14	..	1	13	3	11	4	5	2	12	2	12	18	16		
563..	6	1	..	9	..	1	8	9	..	8	1	7	..	9	..	1	7		
564..	9	..	..	45	..	45	..	46	..	46	..	46	..	46	..	46	..
567..	72	..	..	1	30	1	30	2	15	72	..	17	72	17	72	17	58
568..	17	..	10	17	..	13	4	15	2	2	..	6	..	17	..	17	..		
570..	11	..	6	8	..	9	..	9	..	8	..	9	..	7	..	5	..		
571..	14	..	..	5	..	12	..	12	..	12	..	14	3	1	6	7	..
572..	13	4	13	4	8	14	3	14	2	15	2	14	3	14	3	14	3		
574..	23	..	23	23	22	2	17	11	6	23	..	8	9	21	10	20	..		
575..	69	..	90	71	67	67	..	67	..	69	..	70	..	70	..	58	3		
576..	17	..	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..
577..	23	..	23	23	23	28	23	..	23	..	23	..	23	..	23	..	23		
578..	15	..	..	25	..	25	1	19	8	18	1	29	..	29	..	29	..
579..	150	..	..	150	..	150	..	150	..	150	..	140	..	140	..	140	..
580..	..	3	1	7	..	7	1	5	1	7	..	1	..	1	..	1	..		
581..	10	10	10	15	5	17	2	16	1	14	1	14	3	14	5	14	1		
586..	127	1	136	128	..	128	..	128	..	124	..	124	..	124	..	124	..		
590..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
592..	11	..	..	14	..	14	..	18	..	15	..	8	..	17	..	13	..
593..	47	..	47	46	..	46	..	46	..	46	..	44	..	44	..	48	..		
594..	4	3	1	7	2	7	..	11	..	11	..	..	..	..	..	..	..
595..	18	..	15	15	..	16	..	14	..	13	..	16	..	15	..	9	3		

Local Union No.	Question No. 29 Continued		Question No. 30		Question No. 31		Question No. 32		Question No. 33		Question No. 34		Question No. 35		Question No. 36		Question No. 37		Question No. 38		Question No. 39		Question No. 40		Question No. 41	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
546.	10	9	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	18	18	18	18	18	18	19	19
549.	10	26	11	11	11	11	11	11	10	10	9	9	10	10	9	9	11	11	11	11	11	11	11	11	12	12
550.	12	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26
551.	12	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13
553.	17	1	4	16	4	16	4	16	16	16	16	16	16	16	16	16	20	20	9	6	18	18	18	18	18	18
555.	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29
556.	8	8	7	7	7	7	7	7	8	8	8	8	8	8	8	8	7	7	7	7	7	7	7	7	7	7
560.	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16
561.	20	1	2	20	2	20	2	20	21	21	20	20	21	21	20	20	13	13	8	10	20	20	21	21	21	21
562.	18	18	18	18	18	18	18	18	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12
563.	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	8	8	9	9	9	9	9	9	9	9
564.	53	58	46	46	46	46	46	46	45	45	45	45	45	45	45	45	56	56	52	52	50	50	50	50	50	50
567.	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17
568.	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7
570.	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7
571.	4	4	4	4	4	4	4	4	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6
572.	14	3	13	13	13	13	13	13	16	16	11	11	16	16	11	11	1	1	12	5	17	17	15	15	16	16
574.	20	15	20	20	20	20	20	20	19	19	19	19	19	19	19	19	7	7	18	4	20	20	4	4	20	20
575.	62	58	58	58	58	58	58	58	61	61	61	61	61	61	61	61	72	72	80	80	92	92	72	72	70	70
576.	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	16	16	17	17	17	17	17	17	17	17
577.	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23
578.	29	29	29	29	29	29	29	29	20	20	20	20	20	20	20	20	22	22	25	1	23	23	23	23	23	23
579.	140	140	140	140	140	140	140	140	140	140	140	140	140	140	140	140	140	140	141	141	140	140	140	140	140	140
580.	10	1	14	1	14	1	14	1	5	5	6	6	5	5	5	5	5	5	5	5	5	5	5	5	5	5
581.	10	1	14	1	14	1	14	1	17	17	11	11	12	12	11	11	6	6	12	2	18	18	15	15	14	14
586.	124	124	124	124	124	124	124	124	124	124	124	124	124	124	124	124	124	124	124	124	124	124	124	124	124	124
590.	17	17	17	17	17	17	17	17	15	15	13	13	15	15	13	13	13	13	11	11	20	20	14	14	18	18
592.	43	42	42	42	42	42	42	42	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41
594.	12	12	12	12	12	12	12	12	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8
595.	12	12	12	12	12	12	12	12	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13

Local Union No.	Question No. 42		Question No. 43		Question No. 44		Question No. 45		Question No. 46		Question No. 47		Question No. 48		Question No. 49		Question No. 50		Question No. 51		Question No. 52	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
546	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..
549	10	..	11	..	11	..	12	..	12	..	11	..	11	..	12	..	12	..	12	..	12	..
550	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..
551	13	..	14	..	9	..	10	..	11	..	12	..	13	..	12	..	13	..	12	..	15	..
553	20	..	18	..	18	..	2	..	10	..	16	..	10	..	12	..	15	..	10	..	18	..
555	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..
556	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	7	..	8	..
560	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..
561	21	..	20	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	20	..	16	..
562	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
563	11	..	11	..	10	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..
564	50	..	45	..	44	..	44	..	45	..	45	..	50	..	45	..	45	..	45	..	45	..
567	58	..	58	..	58	..	51	..	70	..	80	..	80	..	80	..	80	..	80	..	80	..
568	17	..	17	..	1	..	1	..	14	..	17	..	17	..	17	..	16	..	17	..	17	..
570	8	..	7	..	7	..	6	..	7	..	4	..	7	..	7	..	7	..	7	..	6	..
571	7	..	3	..	3	..	6	..	6	..	7	..	7	..	7	..	7	..	7	..	5	..
572	16	..	12	..	14	..	15	..	16	..	16	..	16	..	17	..	15	..	15	..	15	..
574	20	..	20	..	5	..	17	..	17	..	17	..	18	..	18	..	19	..	19	..	16	..
575	62	..	84	..	90	..	29	..	37	..	39	..	54	..	51	..	47	..	49	..	49	..
576	17	..	17	..	1	..	17	..	17	..	12	..	12	..	12	..	12	..	12	..	12	..
577	..	..	23	..	23	..	..	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..
578	140	..	130	..	130	..	130	..	130	..	130	..	130	..	130	..	130	..	130	..	130	..
579	6	..	6	..	9	..	4	..	5	..	7	..	6	..	..	..	2	..	3	..	5	..
580	17	..	14	..	12	..	13	..	8	..	13	..	13	..	14	..	14	..	13	..	12	..
581	124	..	124	..	124	..	124	..	124	..	124	..	124	..	124	..	124	..	124	..	124	..
586	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
590	17	..	7	..	14	..	10	..	14	..	14	..	12	..	11	..	8	..	8	..	8	..
592	41	..	41	..	41	..	41	..	41	..	41	..	41	..	41	..	41	..	41	..	41	..
593	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
594	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
595	25	..	24	..	9	..	25	..	29	..	27	..	26	..	25	..	28	..	26	..	27	..

Local Union No.	Question No. 53		Question No. 54		Question No. 55		Question No. 56		Question No. 57		Question No. 58		Question No. 59		Question No. 60		Question No. 61		Question No. 62		
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	
546	19	..	19	..	19	..	19	..	19	..	19	..	19	..	9	10	13	6	19	..	
549	12	..	12	..	10	..	12	..	12	..	12	..	11	..	12	..	11	..	11	..	
550	..	26	..	26	..	26	..	..	26	..	..	..	26	..	26	..	26	..	26	..
551	5	10	..	15	13	..	14	..	15	..	15	..	15	..	15	..	15	..	15	..	
553	19	..	1	16	1	..	3	..	19	..	20	..	15	..	18	..	10	..	18	..	
555	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..
556	7	..	8	..	7	..	8	..	8	..	8	..	8	..	7	..	8	..	8	..	
560	..	16	..	16	..	16	..	..	16	..	16	..	16	..	16	..	16	..	16	..
561	16	..	4	20	..	20	..	2	18	..	19	..	20	..	20	..	19	..	20	..	
562	..	12	..	12	..	12	..	..	12	..	..	..	12	..	12	..	12	..	12	..
563	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	
564	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
567	80	..	80	..	80	..	80	..	80	..	80	..	80	..	80	..	59	..	80	..	
568	17	..	17	..	14	..	16	..	17	..	16	..	16	..	15	..	15	..	..	..
570	7	..	7	..	7	..	7	..	7	..	6	..	6	..	6	..	6	..	4	..	
571	..	6	..	3	3	..	6	..	6	..	5	..	6	..	6	..	7	..	7	..	
572	15	..	2	15	1	..	2	..	15	..	15	..	15	..	15	..	14	..	13	..	
574	19	..	20	..	20	..	20	..	20	..	20	..	20	..	10	..	10	..	9	..	
575	63	..	63	..	64	..	64	..	66	..	70	..	67	..	80	..	57	..	57	..	
576	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	
577	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..
578	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
579	..	130	..	130	..	130	..	..	130	..	130	..	130	..	130	..	130	..	130	..
580	..	1	..	5	..	6	..	..	7	..	7	..	3	..	4	..	4	..	..	..
581	12	..	13	..	13	..	13	..	14	..	14	..	14	..	13	..	14	..	13	..	
586	124	..	124	..	124	..	124	..	124	..	124	..	124	..	124	..	124	..	124	..	
590	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
592	9	..	..	..	10	..	10	..	11	..	10	..	10	..	8	..	14	..	11	..
593	41	..	41	..	..	..	41	..	41	..	41	..	41	..	41	..	41	..	41	..
594	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
595	26	..	26	..	26	..	25	..	23	..	18	..	26	..	26	..	26	..	23	..	

Local Union No.	QUESTION No. 63			Question No. 64		QUESTION No. 66				Question No. 67		Question No. 68		Question No. 69		Question No. 70	
	No. 1		No. 2		Against	For	No. 1		No. 2		Against	For	Against		For	Against	For
	Against	For	Against	For			Against	For	Against	For			Against	For			
546	19	1	18	8	19	1	5	14	5	14	14	19	19	19	19	19	19
549	11	11	..	16	10	10	10	..	10	..	..	8	8	..	9	..	9
550	26	26	..	20	26	26	26	..	26	..	..	26	26	..	26	..	26
551	15	15	..	20	15	15	15	..	13	..	..	14	14	..	13	..	13
553	19	20	29	29	18	2	16	3	10	6	6	20	18	2	16	2	16
555	..	29	..	..	29	29	29	..	29	..	..	29	29	29	..	29	29
556	7	8	..	..	7	8	8	..	8	..	..	8	8	..	8	..	8
560	16	16	..	..	16	16	16	..	16	..	..	16	16	..	16	..	16
561	20	20	..	..	20	20	20	..	20	..	..	20	20	..	20	..	20
562	12	12	..	..	12	12	12	..	12	..	..	12	12	..	12	..	12
563	11	11	..	..	11	11	11	..	11	..	..	11	11	..	11	..	11
564	45	50	50	50	50	..	50	50	45	..	45	..	45
567	80	80	80	80	..	80	80	80	..	80	..	80
568	10	7	17	17	17	..	17	17	17	..	17	..	17
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571	6	7	7	5	5	..	5	6	7	..	6	..	6
572	15	15	2	2	14	15	15	2	15	2	2	15	14	3	15	3	15
574	2	19	19	19	20	..	20	17	20	..	20	..	20
575	61	72	4	4	61	61	62	..	61	..	..	62	58	..	65	..	65
576	12	12	23	23	12	12	12	..	12	..	..	12	12	..	12	..	12
577	..	23	..	..	..	23	..	23	..	..	23	..	23	23	..	23	23
578	130	..	130	8	130	..	130	..	130	..	..	130	..	..	130	..	130
579	130	..	130	8	130	9	2	..	13	..	..	130	9	2	130	2	130
580	14	13	..	..	13	13	13	..	13	..	..	12	11	1	14	1	14
581	127	124	..	..	124	124	124	..	124	..	..	124	124	..	124	..	124
586	12	14	..	..	..	11	10	..	10	..	..	10	10	..	15	..	15
590	41	41	..	..	41	41	41	..	41	..	..	41	41	..	41	..	41
592	..	23	..	..	..	19	20	..	21	..	..	18	18	..	18	..	18
593	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
594	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
595	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..

QUESTION No. 6

QUESTION No. 6																								
Local Union No.	Question No. 1		Question No. 2		Question No. 3		Question No. 4		Question No. 5		Section No. 1		Section No. 2		Section No. 3		Section No. 4		Section No. 5		Section No. 6		Section No. 7	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
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599..	67	..	79	12	49	8	72	..	80	..	80	..	80	..	80	..	80	..	80	..
600..	12	..	12	52	12	..	55	..	55	..	55	..	55	..	55	..	55	..	55	..
601..	55	..	54	1	..	46	9	3	..	53	
603..	28	..	4	10	1	19	9	17	16	1	9	10	19	..	19	..	19	..	19	..	19	..	19	..
605..	11	10	11	10	10	11	10	11	6	13	16	10	16	..	16	..	11	10	16	..	16	..	16	..
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613..	31	..	46	39	41	..	43	..	55	..	58	..	58	..	66	..	66	..	66	..
614..	21	..	21	21	21	..	21	..	61	..	61	..	61	..	61	..	61	..	61	..
624..	61	..	61	61	61	..	61	..	15	..	15	..	15	..	15	..	15	..	15	..
625..	11	..	15	15	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
626..	32	..	33	34	33	1	34	2	34	34	..
627..	77	..	70	24	1	..	19	1	22	1	22	1	22	..	22	..	22	..	22	..	22	..
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629..	14	..	14	1	13	..	11	3	15	..	15	..	15	..	16	..	16	..	16	..	16	..
633..	15	1	26	30	..	2	29	1	29	27	27	..	27	..	27	..	27	..	27	..	27	..
635..	13	10	13	10	12	11	7	14	10	11	13	9	13	9	13	9	13	9	13	9	13	9	13	..
636..	13	..	8	5	..	13	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
637..	33	..	35	..	..	34	..	..	..	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..
638..	18	1	2	6	..	15	..	..	2	8	17	..	16	..	17	..	14	..	10	..	10	..	10	..
639..	45	4	10	1	16	166	..	..	..	..	165	..	165	..	167	..	188	..	187	1	187	1	187	..
640..	35	..	29	6	..	7	..	..	23	12	..	35	..	35	..	35	..	35	..	35	..	35	..	
641..	25	1	21	..	1	24	..	..	14	6	19	..	19	..	19	..	19	..	19	..	19	..	19	..
644..	40	1	41	1	..	22	21	..	42	..	42	..	42	..	40	2	39	1	28	12	40	..	35	..
646..	21	..	20	..	..	21	..	..	21	..	19	..	19	..	17	8	21	..	21	..	21	..	21	..
647..	17	..	17	..	..	17	..	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..
648..	11	8	19	..	..	19	..	..	13	6	2	17	3	16	1	18	..	19	..	19	..	19	..	
649..	11	..	11	..	..	11	..	..	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	

	QUESTION No. 8														Question No. 9						
	Article I						Article II														
	Section No. 1		Section No. 2		Section No. 3		Section No. 4		Section No. 5		Section No. 6		Section No. 1			Section No. 2		Section No. 3		Section No. 4	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against		For	Against	For	Against	For	Against
Local Union No.	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	
596..	13	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	
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599..	80	..	80	..	80	..	80	..	80	..	80	..	80	..	80	..	80	..	80	..	
600..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	
601..	55	..	40	15	55	..	55	..	55	..	55	..	55	..	55	..	55	..	55	..	
603..	17	10	19	..	12	9	18	9	11	9	..	7	..	16	10	8	9	15	..	14	9
605..	16	1	16	1	16	1	17	9	18	..	1	..	16	10	16	9	16	11	11	16	9
610..	17	2	18	..	18	..	18	..	18	..	..	..	18	..	22	..	22	..	23	..
611..	34	..	34	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	32	..
612..	8	19	6	18	7	..	21	..	5	22	9	18	..	5	23	5	23	..	16	22	
613..	66	..	68	68	68	..	68	..	66	..	66	..	66	..	66	..
614..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	
624..	61	..	61	..	61	..	61	..	61	..	61	..	61	..	61	..	61	..	61	..	
625..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	
626..	34	..	44	..	44	..	44	..	44	..	44	..	44	..	41	3	41	3	41	3	
627..	23	..	23	..	3	75	3	75	3	75	3	75	3	75	73	73	73	..	73	..	
628..	1	18	1	29	16	1	3	18	..	21	..	21	..	16	24	22	22	..	32	22	
629..	16	..	16	6	..	..	16	..	..	..	..	..	..	16	..	15	2	15	1	
633..	28	..	1	28	1	28	1	28	1	28	1	28	1	28	23	23	23	..	23	..	
635..	13	9	13	9	13	9	13	9	13	9	13	9	13	9	13	9	13	9	13	9	
636..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
637..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	
638..	11	..	12	..	9	..	10	..	8	..	10	..	8	..	8	..	6	..	9	..	
639..	188	..	188	..	187	1	187	..	187	..	187	..	188	1	187	1	187	1	188	..	
640..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	
641..	28	1	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	
644..	31	4	27	8	27	8	23	12	26	9	19	16	31	9	31	4	30	1	22	13	
646..	20	..	20	..	21	..	21	..	21	..	21	..	21	..	21	..	18	..	21	13	
647..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	
648..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	
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QUESTION No. 15													
Local Union No.	Question No. 10		Question No. 11		Question No. 12		Question No. 13		Question No. 14		No. 1		Question No. 16
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596.	12	..	12	..	12	..	12	..	12	..	9	2	..
598.	19	..	19	..	19	..	19	..	19	..	10	9	12
599.	80	..	80	..	80	..	80	..	80	..	10	9	9
600.	22	..	22	..	22	..	22	..	22	..	22	77	..
601.	54	1	55	..	55	..	55	..	55	..	49	4	78
603.	13	9	10	9	10	9	10	9	10	9	22	..	..
605.	17	..	16	..	17	..	16	..	17	..	31	1	28
610.	19	3	23	..	17	..	19	..	9	11	26	..	1
611.	32	..	32	..	23	..	23	..	22	1	31	1	..
612.	18	11	11	16	32	..	30	..	22	1	22	22	..
613.	66	..	70	16	40	..	40	..	30	35	30	..	..
614.	21	..	21	69	69	..	69	..	70	35	30	35	6
624.	61	..	61	..	21	..	21	..	21	..	70	..	..
625.	15	..	19	..	61	..	61	..	31	8	21	..	..
626.	..	44	44	..	19	..	19	..	31	8	31	8	..
627.	78	..	27	7	44	..	44	..	19	..	19	..	..
628.	..	17	8	4	79	..	79	..	44	..	44	..	..
629.	16	..	16	..	1	21	1	21	25	2	76	2	..
633.	31	..	30	..	16	..	16	..	25	25	25	23	15
635.	13	9	13	9	29	1	29	1	13	13	13	23	15
636.	..	..	13	9	9	13	9	13	15	8	15	8	18
637.	35	..	..	..	13	..	13	..	15	8	15	8	8
638.	7	..	35	..	8	..	8	..	13	13	13	13	..
639.	..	188	188	..	1	1	1	1	..	2	..	2	..
640.	35	..	35	..	6	1	6	1	188	..	188	..	2
641.	29	..	28	6	35	..	35	..	7	1	3	6	12
644.	19	26	15	13	23	6	23	6	28	10	27	12	..
646.	21	10	21	10	12	28	12	28	13	27	15	25	..
647.	17	..	17	..	10	21	10	21	29	29	29	29	..
648.	13	6	13	6	17	2	17	2	17	17	17	17	..
649.	11	..	11	..	9	10	9	10	19	19	19	19	19
	..	..	..	..	11	..	11	..	11	11	11	11	..

QUESTION No. 24

Local Union No.	Question No. 17		Question No. 18		Question No. 19		Question No. 20		Question No. 21		Question No. 22		Question No. 23		QUESTION No. 24								Against				
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	No. 1		No. 2		No. 3		No. 4			No. 5			
															For	Against	For	Against	For	Against	For	Against		For	Against	For	Against
596..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12
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599..	17	9	77	..	74	..	74	..	74	..	74	..	75	..	67	..	64	..	64	..	64	..	64	..	67
600..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12
601..	55	..	55	..	52	3	53	..	53	..	53	..	53	..	52	1	52	..	50	..	50	..	52	..	53
603..	14	..	16	..	11	..	10	..	8	..	10	..	11	..	..	..	..	..	..	..	..	..	..	..	..	..	..
605..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	..
610..	23	..	23	..	22	1	19	3	23	..	23	..	22	1	23	..	23	..	23	..	23	..	23	..	23	..	..
611..	20	..	20	..	15	..	15	..	15	..	15	..	15	..	..	..	..	..	..	..	..	..	..	..	..	..	..
612..	19	12	11	25	..	35	..	16	10	..	26	5	14	13	..	66	..	37	..	37	..	37	..	37	..	37	..
613..	60	..	62	..	70	..	70	..	70	..	..	70	68	..	70	..	..	..	..	..	..	..	..	..	..	..	65
614..	21	..	21	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
624..	61	..	61	..	61	..	61	..	61	..	61	..	61	..	61	..	61	..	61	..	61	..	61	..	61	..	..
625..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	..
626..	44	..	44	..	44	..	44	..	44	..	44	..	44	..	44	..	44	..	44	..	44	..	44	..	44	..	..
627..	74	..	70	..	78	..	78	..	78	..	76	..	77	..	76	1	76	..	76	..	76	..	75	..	75	..	..
628..	16	4	20	1	6	11	3	18	17	..	15	1	15	1	14	..	16	..	16	..	16	..	16	..	15	..	5
629..	16	..	16	..	16	..	15	..	16	..	16	..	16	..	15	..	16	..	16	..	16	..	16	..	15	..	..
633..	30	..	32	..	32	..	29	1	30	..	29	..	28	2	30	1	30	..	30	..	30	..	30	..	30	..	1
635..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	..
636..	..	..	13	..	13	..	13	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
637..	35	..	35	..	34	1	35	..	34	..	34	..	34	..	34	..	34	..	34	..	34	..	34	..	34	..	..
638..	12	..	12	..	11	..	11	..	11	..	12	..	12	..	12	..	11	..	11	..	12	..	12	..	12	..	..
639..	188	..	188	..	188	..	188	..	188	..	188	..	188	..	188	..	186	..	179	..	179	..	188	..	180	..	..
640..	5	9	5	12	..	8	5	..	7	..	9	6	8	7	8	..	7	..	10	..	10	..	4	..	6	..	5
641..	24	..	24	..	23	..	24	..	22	..	22	..	22	..	19	20	..	19	..	19	..	19	..	19	..	19	..
644..	31	..	31	..	31	..	31	..	30	1	34	..	34	..	34	..	21	..	35	..	35	..	35	..	34	..	1
646..	20	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	..
647..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	..
648..	19	..	19	..	19	..	19	..	19	..	19	..	3	15	15	3	15	..	15	..	15	..	15	..	15	..	3
649..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	..

Local Union No.	QUESTION No. 24 Continued				QUESTION No. 26				Question No. 27		Question No. 28		QUESTION No. 29					
	No. 6		No. 7		No. 1		No. 2		No. 3		No. 1		No. 2		No. 3		No. 4	
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596..	12	12	12	..	12	..	12	..	12	..	12	..	12	..	12	..
598..	9	..	7	67	7	..	7	..	7	..	8	..	8	..	8	..	8	..
599..	56	11	..	67	66	..	2	64	66	..	66	..	66	..	66	..	66	..
600..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
601..	..	53	53	..	53	..	1	52	53	..	53	..	53	..	53	..	53	..
603..	..	..	11	..	..	..	..	..	10	..	8	..	..	..	..	..	..	..
605..	11	..	11	11	11	..	11	..	11	..	11	..	11	..	11	..	..	11
610..	23	..	1	23	22	..	22	..	22	..	20	..	20	..	20	..	19	1
611..	..	..	..	15	13	..	..	..	13	..	13	..	..	..	..	..	..	..
612..	..	37	..	37	18	19	..	..	30	..	37	..	35	..	35	..	35	..
613..	..	65	..	66	70	..	70	..	68	..	70	..	68	..	68	..	71	..
614..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
624..	61	..	61	..	61	..	61	..	61	..	61	..	61	..	61	..	61	..
625..	9	..	9	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..
626..	44	..	44	..	44	..	43	..	43	..	43	..	43	..	43	..	43	..
627..	76	..	76	..	76	..	75	..	75	..	75	..	76	..	76	..	76	..
628..	10	1	13	10	5	1	..	..	2	8	6	..	1	7	1	9	1	8
629..	15	..	15	16	12	..	12	..	12	..	12	..	12	..	12	..	12	..
633..	30	1	30	1	31	1	31	1	23	4	29	..	2	28	2	28	2	28
635..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
636..	..	..	..	..	13	..	13	..	13	..	13	..	..	..	..	..	..	..
637..	34	..	34	..	34	..	34	..	34	..	34	..	34	..	34	..	34	..
638..	12	..	11	1	10	..	11	..	10	..	12	..	11	..	12	..	12	..
639..	180	5	188	188	185	..	185	..	185	..	185	..	175	..	175	..	175	..
640..	5	10	9	4	6	..	10	..	8	..	9	1	9	1	9	1	10	..
641..	19	..	20	..	19	..	21	..	22	..	21	..	1	22	22	..	22	..
644..	35	1	4	33	37	..	37	..	36	..	36	..	37	..	37	..	37	..
646..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..
647..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..
648..	15	3	15	3	18	..	18	..	18	..	16	2	18	..	18	..	18	..
649..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..

Local Union No.	Question No. 29 Con- tinued		Question No. 30		Question No. 31		Question No. 32		Question No. 33		Question No. 34		Question No. 35		Question No. 36		Question No. 37		Question No. 38		Question No. 39		Question No. 40		Question No. 41		
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	
596.	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	
598.	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	
599.	66	..	61	..	61	..	61	..	60	1	..	..	61	..	60	1	..	..	61	..	58	1	..	..	59	..
600.	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	11	..	..	..	11	..
601.	53	..	53	..	53	..	53	..	8	20	..	..	53	..	53	..	..	..	53	..	53	..	..	..	53	..
603.	9	..	9	..	9	..	9	..	9	..	10	..	12	..	12	..	..	..	10	..	11	..	..	..	11	..
605.	..	11	..	..	..	..	..	..	11	..	..	..	11	..	11	..	..	..	11	..	11	..	..	..	11	..
610.	19	..	19	..	19	..	19	..	19	..	19	..	19	..	18	..	2	..	18	..	18	..	..	..	18	..
611.	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	..	..	13	..	7	..	..	..	13	..
612.	33	1	31	..	37	..	37	..	37	1	38	2	38	2	38	1	39	..	1	34	39	..	..	..	38	..
613.	70	..	69	..	..	69	..	..	70	..	..	65	..	65	..	64	..	65	..	..	65	..	..	..	68	..
614.	..	..	..	..	..	..	..	..	..	26	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
624.	61	..	61	..	61	..	61	..	..	..	61	..	61	..	61	..	..	..	61	..	61	..	..	..	61	..
625.	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	6	..	14	..	14	..	..	..	14	..
626.	43	..	43	..	43	..	43	..	42	1	43	..	43	..	43	..	43	..	43	..	42	..	..	..	42	..
627.	..	..	74	..	74	..	..	..	..	6	60	6	70	..	70	..	70	..	70	..	70	..	..	..	70	..
628.	..	9	1	8	..	1	10	..	4	5	11	9	1	10	..	10	..	11	..	11	7	..	10	..
629.	12	..	12	..	12	..	12	..	12	..	10	2	10	2	10	2	..	2	10	2	10	..	..	..	10	..
633.	2	28	9	..	17	..	28	..	31	..	1	23	27	3	25	..	6	..	13	1	24	..	..	..	17	1
635.	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	..	..	12	..
636.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	13	..	..	13	..	..	..	..	13	..
637.	34	..	34	..	34	..	34	..	34	..	34	..	34	..	34	..	34	..	34	..	34	..	..	..	34	..
638.	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	2	..	12	..	12	..	..	..	12	..
639.	175	..	180	..	180	..	180	180	..	180	..	188	..	188	..	179	..	175	180	..	185	..
640.	10	..	9	1	9	1	10	..	8	..	11	1	10	1	6	1	..	..	3	2	10	..	..	..	8	1
641.	22	..	22	..	22	..	23	..	23	..	23	..	23	..	23	..	..	..	23	..	22	..	..	..	18	..
644.	37	..	36	..	36	..	32	3	29	6	34	1	35	..	35	..	34	..	31	5	35	..	..	..	37	..
646.	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	..	..	21	..	21	..	..	..	21	..
647.	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	..	..	7	..	7	..	..	..	7	..
648.	18	..	18	..	18	..	18	..	17	1	18	..	18	..	18	..	10	..	12	6	*	..	..	..	15	3
649.	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	..	..	11	..

Local Union No.	Question No. 42		Question No. 43		Question No. 44		Question No. 45		Question No. 46		Question No. 47		Question No. 48		Question No. 49		Question No. 50		Question No. 51		Question No. 52	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
596	12	..	12	..	12	..	12	..	5	..	12	..	12	..	12	..	12	..	12	..	12	..
598	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..
599	59	..	59	..	59	..	59	..	57	..	57	..	57	..	57	..	57	..	56	..	56	..
600	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..
601	53	..	53	..	53	..	53	..	53	..	53	..	53	..	53	..	53	..	53	..	53	..
603	11	..	8	..	8	..	9	..	11	..	11	..	11	..	11	..	7	..	10	..	11	..
605	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..
610	18	..	15	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..
611	13	..	38	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..
612	38	..	..	..	37	..	15	..	17	..	38	..	1	..	1	..	5	..	28	..	28	..
613	60	..	60	..	60	..	60	..	15	..	58	..	19	..	50	..	48	..	48	..	48	..
614	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
624	61	..	15	..	12	..	61	..	61	..	61	..	61	..	61	..	61	..	61	..	61	..
625	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..
626	42	..	42	..	42	..	42	..	40	..	40	..	40	..	40	..	19	..	19	..	19	..
627	70	..	70	..	70	..	70	..	70	..	70	..	70	..	70	..	70	..	70	..	70	..
628	4	..	6	..	6	..	1	..	6	..	1	..	7	..	7	..	7	..	7	..	7	..
629	16	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
633	20	..	17	..	20	..	25	..	12	..	18	..	20	..	17	..	20	..	18	..	18	..
635	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
636	13	..	13	..	13	..	13	..	12	..	13	..	13	..	12	..	12	..	11	..	11	..
637	34	..	34	..	34	..	33	..	33	..	33	..	33	..	33	..	30	..	30	..	30	..
638	12	..	11	..	12	..	10	..	12	..	12	..	11	..	11	..	12	..	10	..	12	..
639	183	..	173	..	171	..	180	..	170	..	176	..	180	..	180	..	175	..	180	..	169	..
640	6	..	4	..	4	..	5	..	7	..	9	..	8	..	..	..	2	..	9	..	4	..
641	18	..	17	..	17	..	17	..	17	..	17	..	17	..	..	..	17	..	17	..	4	..
644	37	..	37	..	30	..	37	..	35	..	36	..	36	..	31	..	36	..	35	..	34	..
646	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..
647	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..
648	18	..	18	..	18	..	14	..	1	..	18	..	3	..	4	..	4	..	14	..	18	..
649	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..

Local Union No.	Question No. 53		Question No. 54		Question No. 55		Question No. 56		Question No. 57		Question No. 58		Question No. 59		Question No. 60		Question No. 61		Question No. 62	
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596	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
598	8	..	8	8	..	8	..	8	..	8	8	..	8	..
599	56	..	49	..	46	1	44	7	44	7	48	..	45	..	45	..	44	1	42	1
600	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..
601	53	..	53	..	53	..	53	..	53	..	53	..	53	..	53	..	53	..	53	..
603	10	..	11	..	11	..	11	..	11	..	8	..	9	..	10	..	11	..	9	..
605	..	11	..	11	..	11	..	11	..	..	..	..	11	..	..	..	..	..	11	..
610	18	..	18	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..
611	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..
612	6	29	2	31	..	..	39	..	39	..	5	33	3	35	4	..	39	..	40	..
613	..	46	46	..	46	..	45	..	40	..	40	..	40	..	40	..	40	..	45	..
614	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
624	61	..	61	..	61	..	61	..	61	..	61	..	61	..	61	..	61	..	61	..
625	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..
626	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..
627	..	..	70	..	70	..	70	..	70	..	70	..	70	..	70	..	70	..	70	..
628	..	7	7	..	7	..	7	..	7	..	7	..	7	..	1	6	..	..	7	..
629	10	..	10	..	10	..	10	..	10	..	10	..	10	..	8	2	10	..	10	..
633	18	5	18	5	23	..	23	..	24	..	23	1	18	5	19	..	23	1	18	5
635	11	..	11	..	11	..	11	..	11	..	12	..	12	..	12	..	12	..	12	..
636	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
637	30	..	33	..	29	..	29	..	29	..	..	..	29	..	29	..	13	..	29	..
638	10	..	12	..	11	..	11	..	12	..	12	..	11	..	29	..	29	..	12	..
639	168	2	170	..	164	6	170	..	180	..	178	..	180	..	180	1	11	..	12	..
640	..	4	7	2	8	..	8	..	9	..	8	1	9	..	8	..	5	..	10	..
641	..	17	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..
644	36	..	36	..	34	..	34	8	31	..	34	..	31	3	33	..	33	..	32	..
646	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..
647	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..
648	5	13	18	..	13	5	13	..	18	..	2	16	17	1	18	..	18	..	18	..
649	..	11	..	11	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..

Local Union No.	QUESTION No. 63		Question No. 64		Question No. 65		QUESTION No. 66				Question No. 67		Question No. 68		Question No. 69		Question No. 70	
	No. 1		No. 1		No. 1		No. 1		No. 2		No. 3		No. 1		No. 1		No. 1	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
596	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
598	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..
599	43	2	43	..	43	..	40	..	40	..	40	..	40	..	40	..	40	..
600	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..
601	53	..	53	..	53	..	53	..	53	..	53	..	53	..	53	..	53	..
603	10	..	10	..	11	..	11	..	11	..	11	..	10	..	11	..	8	..
605	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..
610	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..
611	13	..	13	..	13	..	38	..	38	..	13	..	13	..	13	..	13	..
612	38	..	38	..	38	..	38	..	38	..	38	..	25	..	28	..	39	..
613	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..
614	61	..	61	..	61	..	61	..	61	..	61	..	61	..	61	..	61	..
624	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..
625	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..
626	70	..	70	..	48	..	48	..	48	..	48	..	48	..	48	..	19	..
627	7	..	7	..	7	..	4	..	3	..	4	..	4	..	..	..	..	..
628	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
629	23	..	19	..	23	..	18	..	18	..	18	..	18	..	18	..	23	..
633	635	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
636	29	..	29	..	13	..	23	..	23	..	29	..	29	..	29	..	29	..
637	10	..	10	..	29	..	10	..	12	..	12	..	12	..	10	..	11	..
638	168	..	168	..	168	..	168	..	168	..	168	..	168	..	168	..	168	..
639	11	..	11	..	16	..	8	..	8	..	8	..	11	..	11	..	14	..
640	17	..	17	..	16	..	17	..	17	..	17	..	17	..	17	..	17	..
641	29	..	33	..	30	..	31	..	32	..	32	..	32	..	33	..	33	..
644	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..
646	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..
647	17	..	11	..	14	..	18	..	18	..	18	..	18	..	18	..	18	..
648	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..
649	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..

QUESTION No. 6

Local Union No.	Question No. 1		Question No. 2		Question No. 3		Question No. 4		Question No. 5		QUESTION No. 6				Section No. 1		Section No. 2		Section No. 3		Section No. 4		Section No. 5		Section No. 6		Section No. 7		
	For	Against	For	Against	For	Against	For	Against	For	Against	Section No. 1		Section No. 2		Section No. 3		Section No. 4		Section No. 5		Section No. 6		Section No. 7						
											For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
650..	10	..	10	..	10	..	10	..	10	..	..	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
651..	22	6	22	2	21	5	21	4	23	..	24	8	24	2	24	..	24	..	23	..	24	..	23	..	23	..	23	..	
653..	13	..	17	..	14	..	14	..	15	..	12	..	17	..	15	..	15	..	14	..	13	..	16	..	16	..	13	..	
656..	26	..	27	58	27	..	27	63	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	
657..	44	..	..	..	53	2	53	..	63	..	61	..	59	..	47	..	59	..	63	..	64	..	65	..	65	..	65	..
659..	14	..	14	..	13	1	13	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	
663..	15	..	15	..	15	..	15	..	12	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	
667..	42	..	60	..	41	60	41	..	50	..	36	8	50	..	..	..	..	..	..	..	..	..	..	..	..	..	50	11
668..	21	20	21	20	2	49	48	1	49	..	48	..	20	..	47	..	20	..	48	..	46	..	20	..	20	..	20	..	
669..	14	..	20	..	20	..	20	..	18	..	17	3	17	3	20	19	20	..	20	..	20	19	20	..	20	..	20	..	
674..	11	1	15	..	16	..	16	..	16	..	..	17	..	17	..	17	..	19	..	19	..	19	..	19	..	19	..	
678..	20	..	20	..	16	..	16	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
679..	21	10	4	16	9	8	9	7	12	13	5	15	10	16	10	16	10	15	..	12	12	4	10	12	4	10	14		
680..	21	8	..	33	14	..	..	..	18	19	..	..	32	..	28	..	27	..	21	..	23	..	25	..	25	..	25	..
682..	18	..	..	18	..	18	..	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..
683..	44	..	43	..	40	..	40	..	3	36	..	..	35	..	13	2	11	..	11	..	7	..	7	..	7	..	7	..
685..	50	..	50	..	49	..	49	..	46	..	30	..	46	..	36	2	4	..	3	..	23	..	20	..	20	..	20	..	
688..	17	..	17	..	16	..	16	..	16	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	
690..	17	..	16	1	..	..	..	..	17	..	7	2	15	2	15	..	..	..	17	..	17	..	17	..	17	..	17	..
691..	22	..	18	4	..	7	..	..	7	..	13	..	15	6	..	9	..	9	..	9	..	9	..	9	..	9	..	
696..	34	1	26	..	26	..	26	1	12	16	37	..	38	..	31	..	35	..	35	..	33	..	33	..	33	..	33	..	
699..	9	..	3	8	1	5	1	6	1	2	9	..	9	..	6	2	6	..	6	..	8	..	8	..	8	..	8	..	
700..	12	10	12	10	10	12	10	12	12	10	12	10	12	10	12	10	12	10	12	10	12	10	12	10	12	10	3	19	
701..	43	3	23	29	2	39	2	47	15	32	45	9	42	2	18	11	6	31	46	6	11	31	11	31	11	31	11		
703..	8	1	8	..	11	..	10	9	..	..	10	..	11	..	11	..	11	..	11	..	11	..	10	1	11	..	11	..
705..	27	..	28	..	13	..	..	..	23	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..
706..	1	7	6	2	10	..	10	..	..	..	73	..	73	..	72	..	70	..	..	..	..	..	..	..	..	..	..
707..	70	5	70	3	2	69	3	10	3	67	73	2	73	2	72	3	70	5	69	6	71	4	72	..	72	..	72	..	
708..	19	..	..	..	15	..	15	..	10	1	5	1	15	1	12	5	13	2	13	..	13	..	15	..	15	..	15	..
710..	17	..	19	19	8	9	8	1	9	9	11	12	7	7	60	11	14	7	4	18	19	4	19	..	19	..	19	..	
712..	63	1	63	..	62	63	44	8	27	17	29	16	14	29	30	19	48	19	4	52	4	52	4	52	4

Local Union No.		QUESTION No. 8														Question No. 9						
		Article I						Article II														
		Section No. 1		Section No. 2		Section No. 3		Section No. 4		Section No. 5		Section No. 6		Section No. 1		Section No. 2		Section No. 3		Section No. 4		
Question No. 7		For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	
650..	10	..	24	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	
651..	22	..	3	..	16	3	..	24	6	..	10	9	..	23	12	..	24	6	..	21	..	
653..	17	7	..	..	27	..	..	7	..	..	27	..	..	12	..	17	..	3	..	17	..
656..	27	..	..	..	64	2	..	67	..	..	65	1	..	27	..	27	..	3	..	18	..
657..	69	..	..	..	32	15	..	57	..	..	65	1	..	49	..	49	..	..	..	27	..
659..	14	..	..	..	1	13	1	1	13	1	1	13	1	1	13	1	1	..	..	68	..
663..	10	5	1	12	2	8	..	..	10	7	8	..	..	14	9	14	..	..	..	14	..
667..	65	3	8	37	8	68	..	50	..	50	..	55	1	38	2	31	..	8	..	14	..	
668..	49	..	..	49	1	49	1	49	1	20	20	46	3	49	1	46	..	..	..	77	..
669..	20	..	..	20	..	19	..	19	1	19	1	20	..	20	..	20	..	4	..	47	..
674..	..	23	..	..	..	23	..	20	3	20	4	..	24	24	..	25	..	..	..	20	..
678..	..	..	..	19	..	24	..	24	..	24	..	24	..	24	..	24	..	..	..	25	..
679..	16	6	11	11	9	11	11	5	9	10	34	..	12	6	11	10	10	12	10	20	..	
680..	..	32	..	..	33	..	33	..	32	..	18	..	11	23	..	18	..	15	..	30	..
682..	..	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	..	
683..	22	3	2	3	22	4	21	4	21	4	21	25	..	14	..	7	..	8	..	20	..	
685..	..	20	..	10	..	10	..	10	..	17	..	28	..	17	..	17	..	10	..	17	..	
688..	17	..	..	17	..	17	..	17	..	17	..	17	..	17	..	16	..	17	..	17	..
690..	17	..	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..
691..	..	9	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
696..	37	..	..	24	..	17	1	7	10	23	2	29	1	28	..	31	..	23	..	38	..
699..	8	9	..	9	..	9	..	9	..	9	..	4	..	8	..	9	..	4	..
700..	12	10	11	12	10	12	10	12	10	12	10	12	10	11	11	10	11	11	10	11	10	
701..	30	12	7	35	12	25	11	55	..	3	45	20	26	31	6	35	5	48	2	53	..	
703..	11	..	8	5	5	5	5	5	5	7	2	9	2	6	4	4	6	1	10	1	11	..
705..	28	..	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..
706..	10	..	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
707..	75	..	..	75	..	75	..	75	..	75	..	75	..	75	..	75	..	75	..	75	..
708..	17	..	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
710..	11	1	6	1	10	7	41	11	8	11	9	60	9	11	9	11	9	11	7	19	10	
712..	58	..	..	42	..	44	..	38	..	45	..	40	2	48	..	38	..	44	..	63	..

Local Union No.	QUESTION No. 15										Question No. 16	
	Question No. 10		Question No. 11		Question No. 12		Question No. 13		Question No. 14		No. 1	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
650.	10	..	10	..	10	..	10	..	10	..	13	..
651.	22	..	24	..	20	..	20	..	20	..	23	..
653.	18	2	15	5	13	8	13	8	13	5	15	5
656.	27	..	27	..	27	..	27	..	27	..	27	..
657.	64	3	64	..	62	7	62	7	62	1	52	7
659.	14	..	14	..	14	..	14	..	14	..	14	..
663.	14	..	14	..	14	..	14	..	14	..	14	..
667.	50	1	72	..	61	5	34	28	21	..	7	7
668.	48	..	49	..	19	1	68	..	20	..	58	2
669.	20	..	20	..	20	..	20	..	20	..	48	..
674.	25	..	25	..	16	..	26	..	26	..	20	..
678.	20	..	19	..	19	..	18	..	18	..	29	..
679.	2	13	8	10	6	10	13	12	11	11	16	..
680.	4	1	34	1	20	..	10	..	10	..	4	2
682.	18	..	18	..	7	14	..	..	..	..	12	..
683.	23	2	25	..	2	23	..	19	19	..	6	2
685.	20	..	30	..	15	..	21	24	21	..	23	2
688.	17	..	17	..	17	..	30	30	16	..	8	..
690.	17	..	17	..	17	..	10	3	16	..	16	..
691.	35	9	9	10	17	10	31	7	9	7	9	7
696.	7	..	17	39	29	10	34	31	31	..	16	11
699.	12	10	9	9	9	6	9	9	9	9	14	2
700.	37	8	12	10	11	10	12	9	12	10	7	1
701.	37	2	39	8	46	1	33	14	26	20	10	1
703.	8	..	10	..	11	1	11	11	11	11	42	5
705.	28	..	28	..	3	1	28	28	28	..	11	11
706.	10	..	10	..	10	..	10	10	10	..	28	..
707.	70	..	70	..	70	..	70	70	70	..	10	10
708.	12	..	12	..	12	..	8	8	61	9	75	..
710.	60	6	7	1	31	5	60	13	60	10	1	12
712.	42	..	50	..	40	..	43	10	43	10	43	10

QUESTION No. 24																									
Local Union No.	Question No. 17		Question No. 18		Question No. 19		Question No. 20		Question No. 21		Question No. 22		Question No. 23		No. 1		No. 2		No. 3		No. 4		No. 5		
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	
650..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	
651..	24	4	23	..	22	14*	22	..	21	3	22	5	22	8	23	3	23	..	22	7	22	..	22	..	
653..	16	..	16	6	13	..	13	6	16	..	14	..	10	..	16	..	11	5	9	..	14	2	9	5	
656..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	
657..	67	..	68	..	53	3	68	..	69	..	69	..	71	..	72	..	69	..	59	10	54	3	10	42	
659..	14	..	14	..	8	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	13	1	14	..	
663..	13	..	13	..	12	1	13	..	12	1	..	..	13	..	13	..	8	5	13	..	13	..	13	..
667..	85	..	85	..	84	1	85	..	85	..	87	..	83	..	87	..	87	..	87	..	28	59	87	..	
668..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	20	..	20	..	20	..	20	..	20	..	
669..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	19	1	17	3	20	..	18	2	
674..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	30	..	30	30	30	..	30	..	30	..	
678..	16	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	
679..	3	5	10	1	11	1	11	1	3	1	5	6	5	3	6	..	11	..	18	..	7	1	4	1	
680..	24	..	25	..	25	..	29	..	25	..	2	..	13	..	14	..	14	..	15	16	..	16	..	14	..
682..	16	..	16	..	16	..	13	..	11	..	11	..	16	..	13	..	18	..	15	25	3	7	..	23	..
683..	25	..	23	2	21	4	21	4	24	1	22	3	..	..	25	..	23	2	..	15	20	25	23	..
685..	28	..	30	..	20	..	..	28	..	..	..	..	26	..	30	..	10	..	16	15	16	8	10	2
688..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	
690..	17	..	16	..	16	..	15	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	1	..	
691..	18	11	18	11	15	3	18	..	8	10	2	16	6	..	18	..	8	..	8	..	8	..	8	..	
696..	26	..	32	..	30	..	17	..	20	..	25	1	27	..	21	1	19	..	24	..	27	..	17	..	
699..	7	..	9	..	4	2	6	..	7	..	8	8	8	..	..	7	8	4	5	..	6	17	4	..
700..	12	..	12	..	11	1	12	..	11	..	10	..	10	..	10	..	11	..	1	10	..	11	..	13	..
701..	36	5	50	1	44	2	39	..	37	..	17	3	46	..	34	..	37	..	46	..	39	..	24	..	
703..	11	..	11	..	10	1	11	..	10	..	11	..	11	..	11	..	9	..	2	9	9	..	11	..	
705..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	28	28	..	18	..	28	..	
706..	10	..	10	..	10	..	10	..	9	..	9	9	9	..	9	..	9	..	9	..	9	..	9	..	
707..	73	..	69	..	70	..	70	..	70	..	70	..	70	..	70	..	70	..	70	..	70	..	70	..	
708..	12	..	12	..	10	..	11	..	11	..	..	13	12	..	13	..	13	..	11	2	12	..	13	..
710..	..	4	3	5	8	2	5	2	4	3	..	8	5	..	2	3	2	6	..	5	3	2	1	..	
712..	58	..	56	..	58	..	60	..	61	..	36	..	58	..	46	..	46	..	46	..	46	..	46	..	

QUESTION No. 24 Continued				QUESTION No. 25				QUESTION No. 26				Question No. 27		Question No. 28		QUESTION No. 29							
No. 6		No. 7		No. 1		No. 2		No. 3		No. 1		No. 2		No. 3		No. 1		No. 2		No. 3		No. 4	
For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
650..	10	10	..	11	..	10	..	10	..	10	..	11	..	12	..	11	..	12	..	12	..	12	..
651..	21	17	20	20	..	17	..	17	..	23	..	22	..	22	..	22	..	22	..	22	..	22	..
653..	7	13	11	11	..	11	..	17	..	28	..	3	..	10	..	22	..	8	..	9	..	8	..
656..	27	27	27	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..
657..	12	33	12	1	73	39	..	54	..	11	19	61	..	61	..	13	..	37	..	72	..	71	..
659..	14	14	..	..	14	14	..	13	..	14	..	14	..	14	..	14	..	14	..	11	..	11	..
663..	13	12	..	13	..	13	..	13	..	12	..	1	..	13	..	12	..	12	..	13	..	13	..
667..	87	83	4	86	1	86	..	55	..	86	..	86	..	85	..	85	..	85	..	85	..	85	..
668..	20	20	..	19	..	19	..	19	..	19	..	19	..	17	..	16	..	16	..	16	..	16	..
669..	20	8	13	13	6	10	..	17	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..
674..	30	30	..	30	..	32	..	33	..	33	..	33	..	33	..	35	..	35	..	35	..	35	..
678..	12	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
679..	3	4	..	4	..	3	..	13	..	11	..	11	..	11	..	7	..	1	..	1	..	7	..
680..	11	12	..	25	..	27	..	24	..	25	..	25	..	28	..	14	..	18	..	11	..	9	..
682..	..	2	17	3	13	14	..	15	..	15	..	15	..	12	..	11	..	11	..	12	..	..	..
683..	23	5	20	23	2	25	..	22	..	25	..	25	..	25	..	..	..	3	..	..	..	20	..
685..	20	4	15	1	18	30	..	30	..	16	..	16	..	16	..	24	..	16	..	16	..	16	..
688..	16	16	..	16	..	16	..	16	..	16	..	16	..	15	..	16	..	16	..	16	..	16	..
690..	1	15	..	15	..	16	..	9	..	9	..	8	..	8	..	8	..	8	..	8	..	8	..
691..	8	8	..	8	..	8	..	8	..	8	..	8	..	29	..	25	..	22	..	21	..	21	..
696..	22	20	..	23	..	21	..	25	..	25	..	24	..	6	..	5	..	6	..	9	..	11	..
699..	3	6	..	1	2	8	..	7	..	5	..	8	..	6	..	..	..	10	..	10	..	10	..
700..	11	10	..	11	..	11	..	11	..	11	..	11	..	10	..	9	..	10	..	10	..	10	..
701..	43	7	31	17	..	34	..	29	..	25	..	2	..	14	..	24	..	27	..	24	..	26	..
703..	10	1	1	10	1	11	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
705..	28	..	28	13	..	28	..	28	..	16	..	12	..	12	..	28	..	28	..	28	..	28	..
706..	9	9	..	9	..	9	..	9	..	9	..	9	..	..	..	9	..	9	..	..	..	9	..
707..	70	9	60	60	9	69	..	69	..	68	..	68	..	68	..	67	..	67	..	67	..	67	..
708..	13	..	11	13	..	13	..	13	..	12	..	19	..	19	..	21	..	20	..	19	..	22	..
710..	..	8	9	..	8	3	..	3	..	9	..	8	..	8	..	4	..	6	..	3	..	5	..
712..	46	46	..	44	3	46	..	46	..	36	..	48	..	48	..	52	..	52	..	52	..	52	..

Local Union No.	Question No. 29 Continued		Question No. 30		Question No. 31		Question No. 32		Question No. 33		Question No. 34		Question No. 35		Question No. 36		Question No. 37		Question No. 38		Question No. 39		Question No. 40		Question No. 41		
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	
650.	12	..	12	..	12	..	12	..	12	..	12	..	12	..	11	1	2	10	12	..	12	..	12	..	12	..	
651.	22	..	21	..	21	..	23	..	17	1	24	9	24	10	23	..	21	..	4	8	23	..	24	..	24	..	
653.	9	3	11	1	11	1	11	1	11	1	3	8	10	9	11	1	3	9	8	5	13	..	11	2	10	3	
656.	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	1	19	27	..	27	..	27	..	
657.	55	2	53	..	53	..	64	..	53	..	20	2	44	1	69	..	39	4	53	..	7	..	55	..	53	..	
659.	14	..	14	..	14	..	14	..	14	..	14	..	13	1	14	..	14	..	14	..	14	..	14	..	14	..	
663.	12	1	13	..	13	..	13	..	12	1	12	1	12	1	13	..	13	..	13	..	12	..	13	..	13	..	
667.	85	..	85	..	85	..	85	..	85	..	84	..	84	..	84	..	84	..	84	..	80	1	81	..	80	..	
668.	16	..	13	..	13	..	15	..	10	7	14	1	15	..	14	1	16	..	16	..	16	..	16	..	17	..	
669.	5	8	19	1	19	1	20	..	20	..	20	..	11	6	16	1	15	2	17	..	16	..	17	..	16	1	
674.	..	35	35	..	35	..	35	..	35	..	35	..	35	..	35	..	28	3	34	..	18	1	20	..	23	..	
678.	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	10	2	12	..	12	..	12	..	12	..	
679.	5	..	5	..	5	..	5	..	8	5	..	15	6	6	6	..	12	7	12	5	9	1	11	..	3	10	
680.	6	15	6	15	6	15	3	..	24	..	..	25	23	23	..	22	4	17	11	2	..	18	..	22	2	
682.	..	12	14	..	13	..	15	..	..	13	6	10	11	1	14	..	17	25	19	..	28	..	16	..	17	..
683.	21	4	25	..	25	..	23	2	1	24	..	25	23	2	24	1	..	25	23	23	2	22	3	25	..		
685.	22	3	15	..	18	6	10	..	30	..	36	..	30	..	36	..	..	36	13	..	30	..	30	..	10	2
688.	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	15	..	15	..	15	..	15	..	
690.	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	1	17	..	17	..	17	..	
691.	11	..	8	..	8	..	8	3	11	..	11	..	..	11	11	..	8	3	8	3	9	2	9	..	11	..
696.	29	..	23	..	23	..	32	..	28	..	22	..	22	..	30	..	24	1	24	4	32	..	27	..	28	..	
699.	7	7	7	..	7	..	7	..	7	1	8	..	8	..	6	9	..	1	3	4	..	8	..	8	..
700.	10	..	9	..	8	..	8	..	..	8	8	..	8	..	8	..	..	..	8	..	8	..	8	..	8	..
701.	26	..	21	..	21	..	20	..	21	..	24	..	23	..	10	..	12	2	10	..	20	..	16	..	21	..	
703.	10	..	9	..	9	..	8	1	9	1	6	2	10	..	8	1	2	6	5	1	10	..	7	1	10	..	
705.	28	..	26	..	26	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	17	..	
706.	..	..	..	..	..	..	..	..	9	..	9	..	9	..	9	..	..	9	..	..	..	..	..	..	..	..
707.	67	..	67	..	67	..	67	..	67	..	63	4	67	..	67	..	66	..	65	..	61	4	65	..	65	..	
708.	..	16	21	..	19	..	17	..	1	18	5	9	16	..	15	3	11	7	17	..	16	3	17	..	17	..	
710.	11	..	11	..	11	..	7	2	11	..	8	..	11	..	9	..	4	6	7	..	11	..	11	..	12	..	
712.	52	..	44	..	44	..	42	..	48	2	33	4	46	..	48	1	38	2	54	..	58	..	50	..	58	..	

Local Union No.	Question No. 42		Question No. 43		Question No. 44		Question No. 45		Question No. 46		Question No. 47		Question No. 48		Question No. 49		Question No. 50		Question No. 51		Question No. 52	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
650	12	..	11	1	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
651	24	..	19	..	13	..	22	..	13	..	17	..	19	..	16	..	21	..	17	..	12	..
653	11	2	11	3	8	5	10	3	26	2	11	2	11	2	11	2	5	9	11	2	12	7
656	27	..	..	25	..	24	..	..	59	1	26	1	27	..	27	..	27	..	27	..	27	..
657	44	..	56	..	53	..	53	..	..	..	63	..	57	..	43	..	42	..	64	..	58	..
659	14	..	14	..	14	..	14	..	10	..	14	..	14	..	14	..	14	..	14	..	14	..
663	13	..	11	..	11	2	11	..	10	..	10	..	10	..	9	1	10	..	10	..	10	..
667	80	..	81	..	81	..	79	..	78	..	78	..	78	..	78	..	78	..	78	..	78	..
668	13	3	6	8	12	4	15	..	15	..	15	..	15	..	15	..	15	..	13	..	9	..
669	17	..	17	..	17	..	17	..	7	..	16	..	17	..	14	..	14	..	14	..	13	1
674	22	..	17	..	31	..	30	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..
678	12	..	12	..	12	..	12	..	12	..	11	..	11	..	11	..	12	..	12	..	12	..
679	8	..	15	..	9	1	9	..	9	..	9	..	4	..	10	..	7	..	2	..	..	12
680	18	..	14	..	18	26	18	..	15	..	21	..	4	..	18	..	7	10	2	..	..	4
682	17	..	16	..	16	..	16	..	17	..	15	..	4	..	17	..	15	..	15	..	8	..
683	23	2	25	..	24	1	23	2	22	3	..	25	23	1	1	24	2	23	..	24	..	1
685	30	..	28	..	30	6	20	8	20	..	10	..	30	..	15	..	30	..	20	..	20	..
688	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
690	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	9	..	9	..
691	11	..	11	..	11	..	11	..	11	..	8	3	9	..	11	..	11	..	11	..	11	..
696	28	..	24	..	21	..	21	..	26	..	21	..	22	..	18	..	24	..	21	..	20	..
699	3	..	9	..	7	..	7	..	5	3	5	..	5	..	6	..	8	..	7	..	8	..
700	8	..	8	..	8	1	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..
701	22	..	22	..	17	..	15	..	6	11	23	..	18	..	23	..	21	..	16	..	21	..
703	10	..	10	..	10	..	10	..	10	..	10	..	10	..	8	..	7	..	5	..	7	..
705	27	..	27	..	27	..	27	..	28	..	28	..	28	..	2	..	28	..	28	..	28	..
706	..	..	..	..	..	..	..	..	..	..	..	..	..	6	..	..	..	..	..	..	..
707	65	..	66	..	66	..	66	..	66	..	66	..	66	..	66	..	65	..	64	..	63	..
708	15	7	13	..	11	..	11	..	10	..	11	..	11	..	11	..	11	..	7	..	11	..
710	11	..	1	7	13	..	13	..	1	10	9	..	11	..	1	1	8	..	4	..	4	..
712	58	..	57	8	33	59	..	..	34	8	36	..	32	..	52	..	55	..	41	..	46	..

Local Union No.	Question No. 53		Question No. 54		Question No. 55		Question No. 56		Question No. 57		Question No. 58		Question No. 59		Question No. 60		Question No. 61		Question No. 62	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
650	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	11	..	12	..
651	16	1	16	..	16	..	18	..	17	..	17	..	18	..	17	..	19	..	19	..
653	11	2	11	2	11	2	11	2	11	2	11	2	11	2	11	2	19	1	11	2
656	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..
657	60	..	63	..	63	..	55	..	43	..	42	..	48	..	33	..	37	..	53	..
659	14	..	14	..	14	..	10	..	13	..	14	..	14	..	14	..	14	..	14	..
663	8	2	3	7	10	..	14	..	10	..	7	..	9	..	10	..	9	..	9	..
667	78	..	74	..	74	..	74	..	74	..	72	..	72	..	72	..	72	..	69	..
668	13	..	15	..	13	..	13	..	8	..	15	..	15	..	13	..	15	..	14	..
669	14	..	14	..	14	..	13	..	14	..	14	..	14	..	13	..	12	..	13	..
674	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	24	..
678	..	12	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
679	4	..	6	..	10	..	10	..	17	..	19	..	7	..	8	..	10	..	11	..
680	..	11	14	..	14	..	17	..	24	..	23	..	15	..	7	..	19	..	14	..
682	3	..	11	..	11	..	11	..	13	..	14	..	16	..	14	..	14	..	6	..
683	..	25	22	3	22	..	3	..	25	..	25	..	23	..	23	..	25	..	..	25
685	20	..	18	2	30	..	30	..	30	..	25	..	25	..	20	..	30	..	28	..
688	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
690	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
691	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..
696	18	..	18	..	18	..	18	..	24	..	25	..	17	..	19	..	28	..	23	..
699	..	7	3	1	..	6	5	8	9	..	9	..	8	..	7	..	2	..	..	2
700	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	7	..
701	16	..	18	..	18	..	16	..	21	..	19	..	17	..	19	..	18	..	22	..
703	4	..	7	1	10	..	10	..	9	..	10	..	10	..	10	..	9	..	10	..
705	5	..	28	..	28	..	28	..	28	..	10	..	..	..	..	..	27	..	12	..
706	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
707	63	..	63	..	63	..	63	..	62	..	62	..	61	..	61	..	62	..	62	..
708	11	..	11	..	11	..	12	..	10	..	11	..	12	..	12	..	8	..	11	..
710	3	..	2	6	10	..	7	..	10	..	12	..	6	..	2	..	9	..	6	..
712	35	..	26	10	52	..	40	..	52	..	50	..	46	..	33	..	51	..	38	..

Local Union No.	QUESTION No. 63				Question No. 64	QUESTION No. 65				QUESTION No. 66				Question No. 67		Question No. 68		Question No. 69		Question No. 70
	No. 1		No. 2			For	Against	For	Against	For	Against	For	Against	For	Against	For	Against			
	For	Against	For	Against														For	Against	
650	12	..	12	..	12	12	..	12	..	12	12	..	12	12	..	12	12	..	9	8
651	19	..	19	..	19	19	..	19	..	19	19	..	19	16	..	18	18	..	19	19
653	1	13	12	1	9	11	2	11	2	11	11	2	1	11	2	12	12	1	12	1
656	27	..	27	..	27	27	..	27	..	27	27	..	..	27	..	27	27	..	27	27
657	43	2	57	1	47	54	..	32	..	52	61	..	1	52	..	61	61	1	61	54
659	14	..	14	..	13	14	..	14	..	14	14	..	..	14	..	14	14	..	14	14
663	9	..	9	..	9	9	..	9	..	9	9	..	..	9	..	9	9	..	9	9
667	68	..	68	..	66	66	..	66	..	66	66	..	..	66	..	66	66	..	66	66
668	11	..	13	..	13	12	..	13	..	13	13	..	..	15	..	15	15	..	12	13
669	13	1	13	1	14	14	..	14	..	14	14	..	..	14	..	14	14	..	14	14
674	24	..	27	..	25	24	..	24	..	24	24	..	..	24	..	24	24	..	24	24
678	12	..	12	..	12	12	..	12	..	12	12	..	..	12	..	12	12	..	12	12
679	11	..	15	..	10	13	..	12	..	12	12	..	..	17	..	14	14	..	12	13
680	7	..	16	2	10	9	..	10	..	9	10	..	..	13	..	7	7	3	1	9
682	13	..	14	..	13	13	..	13	..	13	13	..	..	13	..	13	13	..	13	13
683	22	3	25	..	..	..	..	..	..	..	..	..	25	..	25	25	25	..	25	25
685	30	..	30	..	20	6	..	..	..	..	..	..	..	30	..	..	..	..	20	20
688	15	..	15	..	15	..	..	15	..	15	15	..	..	15	..	15	15	..	15	15
690	9	..	9	..	9	9	..	9	..	9	9	..	..	9	..	9	9	..	9	9
691	11	..	11	..	11	11	..	11	..	11	11	..	..	11	..	11	11	..	11	11
696	18	..	24	..	24	22	..	23	..	23	23	..	..	24	..	25	25	..	22	21
699	6	..	2	3	7	4	..	5	..	5	7	..	..	..	..	2	5	..	7	6
700	8	..	8	..	8	8	..	8	..	8	8	..	..	8	..	8	8	..	8	8
701	20	2	18	..	17	19	..	17	..	17	17	..	..	19	..	16	16	..	17	18
703	9	1	9	1	9	10	..	10	..	10	10	..	..	8	..	9	9	..	10	10
705	12	..	10	11	..	..	..	..	..	..	..	..	..	..	..	..	..	2	2	27
706	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
707	62	..	62	..	60	..	..	60	..	60	60	..	..	60	..	60	60	..	60	60
708	11	..	11	..	11	11	..	11	..	11	11	..	..	11	..	11	11	..	11	11
710	8	..	10	..	7	7	..	7	..	7	7	..	..	9	..	10	10	..	7	6
712	..	..	52	..	26	..	..	35	..	35	35	..	..	48	..	47	47	..	40	48

Local Union No.	Question No. 1		Question No. 2		Question No. 3		Question No. 4		Question No. 5		QUESTION No. 6				Section No. 6		Section No. 7	
	For		For		For		For		For		For		For		For		For	
	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For
713..	38	2	39	26	1	4	20	9	36	29	1	32	31	34	10	11	10	18
714..	67	..	67	..	67	..	67	67	..	..	..	..	..	..	..	..	..	..
716..	29	..	67	30	30	..	33	30	30	20	13	31	30	30	11	11	10	8
719..	38	..	1	..	33	..	42	42	..	30	..	..	..	2	..	..	..	..
723..	45	..	40	..	42	..	47	42	..	42	..	..	42	42	..	..	..	..
724..	22	..	22	..	22	..	..	27	..	30	..	32	29	33	..	..	..	..
726..	16	..	16	..	16	..	..	21	..	21	..	21	21	21	..	..	..	..
730..	71	..	71	..	66	..	66	16	..	16	..	16	66	16	..	..	..	..
736..	98	..	98	..	..	..	66	66	..	66	..	66	66	66	..	..	..	..
738..	79	..	72	..	98	..	18	98	..	98	..	95	97	94	..	..	..	..
742..	25	1	28	2	70	3	56	6	17	66	..	60	34	42	..	..	..	..
743..	121	..	120	1	24	3	28	29	1	27	8	28	5	23	15	1	68	85
744..	8	1	9	1	112	118	8	115	9	73	..	74	75	76	76	74	74	9
746..	27	..	..	..	9	..	26	..	29	12	8	3	1	8	1	7	2	..
748..	15	..	14	..	16	..	16	..	29	21	..	3	14	3	..	4	2	..
750..	60	..	25	10	50	..	60	58	2	16	..	16	60	12	16	16	16	..
751..	33	..	30	..	32	..	32	15	10	60	..	29	60	60	60	60	60	..
760..	15	2	16	..	12	..	12	12	12	30	3	29	28	28	11	15	31	15
761..	12	..	12	..	12	..	12	12	10	12	15	1	12	15	1	15	1	15
762..	17	..	19	..	..	..	11	12	..	12	8	12	12	12	12	12	12	..
765..	18	2	18	..	18	..	1	20	..	18	..	18	17	6	12	2	1	6
767..	24	..	26	..	..	..	10	44	4	26	10	26	25	10	25	10	25	10
768..	15	..	7	..	..	..	11	12	1	13	..	13	13	13	13	13	13	10
771..	43	1	40	2	9	..	41	41	41	42	..	40	41	41	40	40	42	..
772..	..	..	47	..	4	48	..	48	..	49	49	49	49	49	49	49	49	49
775..	54	..	58	..	..	..	28	24	4	28	..	28	28	28	28	28	28	..
777..	33	..	30	3	..	..	34	22	22	32	..	11	11	11	34	34	34	..
778..	10	..	15	..	4	7	15	11	1	21	..	..	..	..	..	..	..	..
779..	18	..	18	..	20	..	20	18	20	20	..	20	18	20	16	20	20	..
780..	21	..	9	7	20	..	24	18	9	9	..	19	18	18	16	14	14	..
782..	21	..	21	5	5	1	16	21	..	21	6	18	21	21	21	21	21	..

QUESTION No. 15										Question No. 16														
Question No. 10		Question No. 11		Question No. 12		Question No. 13		Question No. 14		No. 1		No. 2		No. 3		No. 4		No. 5		No. 6		No. 7		
For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	
713.	28	21	..	27	..	24	5	28	9	39	4	36	3	33	2	38	2	30	..	37	1	30	..	
714.	67	67	3	67	1	67	..	67	6	67	25	5	17	67	4	67	18	67	9	67	16	67	18	
716.	22	22	..	24	..	25	..	19	..	35	..	3	..	35	..	35	..	9	..	6	..	5	..	
719.	42	42	..	42	..	42	..	42	..	38	..	38	..	37	..	38	..	35	..	38	..	..	..
723.	45	44	..	46	..	47	..	46	..	38	..	38	..	37	..	38	..	38	..	38	..	..	..
724.	21	21	..	21	..	21	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	..	..
726.	16	16	..	16	..	15	1	8	8	10	6	8	8	8	10	14	2	14	2	16	..	6	10	
730.	65	65	..	65	..	65	..	65	..	65	..	65	..	65	2	67	..	67	..	67	..	66	..	
736.	78	81	..	81	..	76	..	76	..	76	..	75	..	75	..	74	..	74	..	74	..	69	..	
738.	37	32	..	31	1	1	66	1	65	20	53	12	62	10	45	27	45	15	60	9	57	21		
742.	1	11	1	19	..	..	27	4	13	30	30	1	28	2	25	1	27	1	26	..	22	5	
743.	74	75	..	75	..	78	3	71	..	78	2	78	3	76	1	78	3	78	4	70	3	79	3	
744.	9	4	3	7	..	8	13	7	..	..	9	..	8	3	5	9	..	2	3	1	6	6	..
746.	4	6	..	6	..	..	..	5	3	7	..	..	14	..	14	8	..	9	..	12	12	12	..
748.	16	16	..	16	..	16	..	16	..	52	6	10	10	10	14	16	..	10	15	10	15	16	..	
750.	59	59	..	59	..	59	..	59	..	..	..	58	..	58	..	58	..	58	..	58	..	58	..
751.	9	21	4	26	..	28	1	4	25	..	26	..	32	30	9	21	28	11	28	1	31	18		
760.	8	4	8	12	..	12	9	14	..	11	..	11	..	11	..	11	..	11	..	11	..	11	11	
761.	12	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	
762.	4	..	4	1	..	3	7	1	2	..	14	..	13	15	5	10	10	3	12	11	11	9	..	
765.	18	18	..	18	..	16	2	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	
767.	24	24	10	23	10	22	10	29	19	49	..	47	..	48	1	49	..	49	..	40	19	45	13	
768.	..	15	16	16	..	16	..	16	..	14	1	14	1	14	1	14	1	14	1	14	1	14	1	
771.	42	42	..	43	..	43	..	42	..	41	11	42	12	46	6	44	8	43	9	44	8	15	11	
772.	43	43	..	43	..	40	..	43	..	13	31	13	31	13	31	13	31	13	31	13	31	13	31	
775.	28	27	11	28	19	11	27	58	..	55	..	53	5	53	5	53	5	53	5	53	5	53	5	
777.	30	30	..	30	..	30	..	38	..	20	6	..	30	..	30	..	30	..	30	..	30	..	38	..
778.	23	14	..	19	..	19	..	19	..	20	1	20	5	1	26	18	6	18	6	18	6	16	..	
779.	20	20	..	20	..	20	..	20	..	1	19	1	19	1	19	1	19	1	19	1	19	20	..	
780.	18	..	20	23	..	23	..	26	..	..	25	..	24	7	12	14	5	4	10	..	20	13	..
782.	20	21	..	20	..	20	1	19	2	21	..	20	1	20	1	20	1	20	1	20	1	..	21	..

QUESTION No. 24

Local Union No.	Question No. 17		Question No. 18		Question No. 19		Question No. 20		Question No. 21		Question No. 22		Question No. 23		QUESTION No. 24				No. 5	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
713..	19	..	19	..	19	..	19	..	19	..	21	..	21	..	21	..	21	..	21	..
714..	67	..	67	..	67	..	67	..	67	..	67	..	67	..	67	..	67	..	67	..
716..	21	1	22	..	22	..	22	..	22	..	18	..	18	..	15	3	15	..	2	16
719..	38	..	42	..	42	..	42	..	42	..	42	..	42	..	42	..	42	..	42	..
723..	88	..	27	..	27	..	27	..	32	..	31	..	32	..	35	..	35	..	31	5
724..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..
726..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	10	6	8	..	16	..
730..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	63	..
736..	72	..	67	..	67	..	67	..	72	..	69	..	67	..	61	..	58	..	57	..
738..	1	54	..	56	..	..	..	..	..	..	27	..	67	..	31	..	36	..	17	..
742..	22	..	11	..	11	..	11	..	12	..	11	..	10	..	12	6	1	..	20	..
743..	72	..	72	..	72	..	76	..	72	..	76	..	75	..	73	..	73	..	72	..
744..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	13
746..	8	..	9	..	9	..	10	..	6	..	10	..	9	..	5	..	5	..	..	..
748..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..
750..	59	..	59	..	59	..	59	..	59	..	59	..	59	..	59	..	59	..	59	..
751..	27	..	32	..	33	..	30	..	31	..	30	..	23	..	31	..	24	..	34	..
760..	14	..	11	..	9	..	2	..	10	..	2	..	8	..	7	..	7	..	9	..
761..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
762..	2	1	1	..	1	..	1	..	1	..	1	..	7	..	12	..	1	..	14	..
765..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..
767..	49	..	40	..	40	..	44	..	44	..	44	..	44	..	43	..	10	..	10	..
768..	15	..	15	..	15	..	12	..	16	..	12	..	15	..	15	..	15	..	15	..
771..	12	..	13	..	13	..	12	..	12	..	..	..	11	..	10	..	11	..	11	..
772..	35	..	30	..	30	..	27	..	27	..	27	..	27	..	27	..	25	..	25	..
775..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..
777..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..
778..	20	..	17	..	17	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
779..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	19	..	20	..
780..	21	..	7	..	7	..	..	..	1	..	24	..	20	..	20	..	16	..	15	..
782..	21	..	21	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..

QUESTION No. 24 Continued				QUESTION No. 26				Question No. 27		Question No. 28		QUESTION No. 29					
No. 6		No. 7		No. 1		No. 2		No. 3		No. 1		No. 2		No. 3		No. 4	
For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
713..	21	..	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..
714..	67	67	..	67	..	67	..	67	..	67	..	67	..	67	..	67	..
716..	4	13	5	17	1	16	2	18	..	15	..	17	..	8	9	5	12
719..	42	..	42	42	..	42	..	42	..	42	..	42	..	42	..	42	..
723..	25	..	46	39	..	27	10	37	..	33	..	34	..	34	..	31	7
724..	22	..	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..
726..	16	..	..	15	1	16	..	16	..	16	..	14	2	1	15	11	5
730..	60	58	..	57	..	48	..	45	..	43	..	42	..	40	..	40	..
736..	56	..	..	57	..	67	..	65	..	59	..	70	..	72	..	76	..
738..	6	21	..	16	..	16	..	16	..	16	..	17	..	11	..	15	..
742..	3	15	9	22	..	19	..	24	..	20	..	13	2	1	20	5	15
743..	76	..	..	76	..	76	..	77	..	76	..	77	..	77	..	71	..
744..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
746..	5	..	..	6	..	6	..	7	..	7	..	7	..	1	7	..	5
748..	16	..	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..
750..	59	..	..	59	..	59	..	59	..	59	..	59	..	59	..	59	..
751..	28	3	3	29	..	27	1	29	1	31	..	28	..	15	..	29	..
760..	..	7	10	10	..	12	..	11	..	3	1	4	..	2	1	6	..
761..	12	..	..	12	..	12	..	12	..	..	..	..	..	..	..	..	..
762..	..	3	8	2	..	5	..	1	..	..	..	..	..	..	..	..	..
765..	18	..	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..
767..	10	..	..	10	..	9	..	9	..	8	..	8	..	8	..	8	..
768..	15	..	..	14	..	..	..	15	1	13	..	15	..	15	..	15	..
771..	12	..	1	13	..	13	..	12	..	13	..	10	..	11	2	10	..
772..	25	..	25	25	..	25	..	25	..	25	..	25	..	25	..	25	..
775..	28	..	25	28	..	28	..	28	..	28	..	26	2	26	2	26	2
777..	30	..	30	30	..	30	..	30	..	30	..	28	..	30	..	30	..
778..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
779..	20	..	20	20	..	20	..	20	..	20	..	20	..	20	..	20	..
780..	10	..	18	15	..	13	..	10	..	11	..	11	1	7	1	11	..
782..	20	..	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..

Local Union No.	Question No. 29 Con- tinued		Question No. 30		Question No. 31		Question No. 32		Question No. 33		Question No. 34		Question No. 35		Question No. 36		Question No. 37		Question No. 38		Question No. 39		Question No. 40		Question No. 41	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
713.	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..
714.	67	..	67	..	67	..	67	..	67	..	67	..	67	..	67	..	67	..	67	..	67	..	67	..	67	..
716.	8	9	11	6	16	1	11	6	13	..	13	..	42	..	15	2	15	..	11	6	17	..	17	..	17	..
719.	42	..	42	..	42	..	42	..	42	..	42	..	42	..	42	..	42	..	42	..	42	..	42	..	42	..
723.	36	..	31	..	32	..	33	..	40	..	45	..	36	..	39	..	41	..	31	..	30	..	33	..	32	..
724.	22	..	22	..	22	..	22	..	43	..	22	..	22	..	22	..	..	..	22	..	22	..	22	..	22	..
726.	12	4	16	..	12	4	16	..	5	11	10	6	15	1	16	..	..	..	16	..	16	..	16	..	16	..
730.	39	..	39	..	39	..	39	..	38	..	38	..	37	..	37	..	..	..	37	..	37	..	37	..	36	..
736.	76	..	76	..	69	..	65	..	64	1	67	..	65	..	64	..	..	..	60	..	57	..	75	..	76	..
738.	16	..	15	..	18	..	16	..	17	..	19	..	20	..	17	..	10	..	16	..	17	..	14	..	16	..
742.	1	15	6	5	17	..	17	1	22	..	8	12	14	1	23	..	1	..	14	11	22	..	21	..	20	..
743.	71	..	71	..	71	..	78	..	71	6	75	..	71	..	78	..	78	..	78	..	78	..	78	..	78	..
744.	..	..	..	..	..	..	7	..	8	..	..	..	..	..	9	..	8	..	6	..	9	..	..	..	..	..
746.	..	5	5	..	2	..	10	..	11	..	5	..	10	..	5	1	4	..	6	1	11	..	10	..	12	..
748.	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	14	..	14	..
750.	59	..	59	..	59	..	59	..	56	..	55	..	55	..	55	..	56	..	56	..	56	..	56	..	56	..
751.	32	..	32	..	32	..	31	..	25	3	20	10	32	..	33	..	32	..	19	2	27	..	21	..	21	..
760.	4	..	4	..	5	6	11	..	2	7	12	..	4	..	8	..	6	..	12	..	15	..	10	..	13	..
761.	..	..	..	..	..	..	..	..	..	6	3	1	12	..	12	..	12	..	12	..	12	..	12	..	12	..
762.	8	..	..	..	8	..	3	..	..	..	3	1	5	..	8	..	2	..	8	..	10	..	5	..	10	..
765.	18	..	18	..	12	6	18	..	18	..	8	10	18	..	18	..	10	..	17	..	17	..	17	..	17	..
767.	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..
768.	15	..	15	..	15	..	11	..	11	..	11	..	15	..	14	..	12	..	14	..	14	..	15	..	15	..
771.	12	..	12	..	13	..	12	..	12	..	11	1	12	..	14	..	4	..	8	2	12	..	12	..	14	..
772.	20	..	20	..	20	..	20	..	20	..	25	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..
775.	26	2	28	..	28	..	28	..	5	16	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..
777.	..	..	30	..	30	..	30	..	30	..	30	30	30	..	30	..	30	..	30	..	30	..	30	..	30	..
778.	..	..	..	..	17	..	17	..	17	1	14	1	..	..	..	..	..	..	..	..	17	..	18	..	..	..
779.	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	18	..	20	..	20	..	20	..	20	..
780.	7	..	9	2	12	..	12	..	14	13	13	..	13	..	14	..	5	..	10	..	15	..	12	..	17	..
782.	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	..	..	20	..	20	..	20	..	20	..

Local Union No.	Question No. 42		Question No. 43		Question No. 44		Question No. 45		Question No. 46		Question No. 47		Question No. 48		Question No. 49		Question No. 50		Question No. 51		Question No. 52	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
713	21	..	21	19	21	..	19	2	21	..	21	..	21	..	21	..	21	..	21	..	21	..
714	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..
716	16	..	16	..	16	..	9	7	16	..	16	..	15	1	14	2	13	3	12	2	12	4
719	42	..	42	..	42	..	42	..	42	..	42	..	42	..	42	..	42	..	42	..	42	..
723	31	..	32	..	33	..	37	..	38	..	38	..	..	35	33	..	34	..	33	84	33	..
724	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..
726	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..
730	34	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	32	..	32	..
736	73	..	65	..	63	..	60	..	60	..	60	..	58	..	58	..	56	..	56	..	56	..
738	16	..	10	1	15	1	1	7	17	..	17	..	15	1	16	..	16	..	12	1	12	14
742	18	..	24	..	14	..	1	11	11	..	11	..	10	10	6	..	16	..	12	2	7	8
743	78	..	76	..	77	..	70	..	78	..	78	..	..	..	78	..	78	..	75	1	78	..
744	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
746	12	..	4	..	4	..	7	..	6	..	6	..	7	..	7	6	5	..	..	7	4	..
748	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..
750	55	..	55	..	55	..	55	..	55	..	55	..	55	..	55	..	57	..	57	..	50	..
751	24	..	27	..	16	..	17	..	28	..	28	..	28	..	22	..	23	1	16	1	15	..
760	7	..	14	..	4	..	1	3	11	6	11	6	7	2	6	..	1	2	5	..	4	..
761	12	..	12	15	12	5	12	2	12	..	12	..	12	..	12	..	12	..	12	..	12	2
762	7	..	17	..	17	..	17	..	17	..	17	..	2	..	17	1	1	..	4	..	17	..
765	17	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	17	..	8	..	17	..
767	8	..	15	..	15	..	11	..	11	..	11	..	14	..	15	..	15	..	14	..	10	..
768	16	..	10	2	6	..	12	..	12	..	10	..	14	..	10	..	10	..	14	..	10	..
771	12	..	10	..	20	..	12	..	10	..	10	..	14	..	10	..	10	..	9	..	9	..
772	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..
775	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..
777	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..
778	..	..	19	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
779	20	..	27	3	26	..	..	25	25	..	25	..	25	..	25	..	14	..	24	1	20	5
780	15	..	8	..	18	..	..	16	14	..	14	..	13	..	14	..	16	..	13	..	2	10
782	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..

Local Union No.	Question No. 53		Question No. 54		Question No. 55		Question No. 56		Question No. 57		Question No. 58		Question No. 59		Question No. 60		Question No. 61		Question No. 62	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
713	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..
714	65	..	67	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..	65	..
716	10	..	16	..	7	..	9	..	14	..	12	..	12	..	4	..	15	..	14	..
719	1	39	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..
723	33	..	33	..	33	..	36	..	33	..	35	..	33	..	..	..	22	..	29	..
724	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..
726	5	11	10	6	16	..	16	..	22	..	16	..	16	..	16	..	16	..	16	..
730	34	..	34	..	34	..	34	..	34	..	32	..	34	..	34	..	33	..	32	..
736	56	..	49	..	47	..	42	..	40	..	42	..	40	..	41	..	41	..	39	..
738	..	14	10	1	1	..	6	..	9	..	8	..	9	..	9	..	8	..	8	..
742	..	9	19	..	3	..	18	..	19	..	17	..	16	..	11	..	19	..	14	..
743	78	..	78	..	76	..	78	..	77	..	61	..	71	..	78	..	77	..	78	..
744	..	..	..	..	..	..	..	..	8	..	..	..	..	..	..	..	9	..	..	..
746	4	..	3	..	1	..	6	..	5	..	3	..	7	..	6	..	5	..	..	..
748	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..
750	50	..	50	..	50	..	50	..	50	..	49	..	49	..	49	..	49	..	49	..
751	16	..	25	..	15	..	22	..	25	..	21	..	23	..	17	..	17	..	11	..
760	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	4	..
761	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
762	1	..	11	..	5	..	1	..	2	..	1	..	1	..	2	..	10	..	12	..
765	17	..	17	..	17	..	17	..	17	..	8	..	17	..	17	..	17	..	17	..
767	..	..	..	..	..	..	..	..	13	..	8	..	8	..	8	..	8	..	8	..
768	15	..	14	..	10	..	14	..	13	..	12	..	9	..	10	..	12	..	11	..
771	12	..	10	..	9	..	12	..	12	..	10	..	12	..	10	..	12	..	13	..
772	..	20	15	..	15	..	15	..	15	..	13	..	13	..	13	..	13	..	13	..
775	25	..	25	..	25	..	25	..	24	..	24	..	24	..	23	..	24	..	24	..
777	28	..	30	..	30	..	30	..	30	..	29	..	30	..	30	..	30	..	30	..
778	..	..	..	..	..	..	..	..	22	..	25	..	..	..	18	..	..	..	..	..
779	25	..	25	..	25	..	25	..	22	..	25	..	25	..	18	..	27	..	27	..
780	4	..	4	..	3	..	16	..	15	..	10	..	10	..	8	..	15	..	10	..
782	20	..	20	..	20	..	20	..	20	..	20	..	20	..	..	..	20	..	20	..

Local Union No.	QUESTION No. 63				QUESTION No. 64				QUESTION No. 65				QUESTION No. 66				QUESTION No. 67		QUESTION No. 68		QUESTION No. 69		QUESTION No. 70	
	No. 1		No. 2		For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
713	21	..	21	65	14	..	21	65	14	..	21	65	14	..	21	65	14	..	21	65	14	..	21	65
714	65	..	14	..	40	..	65	..	14	..	65	..	14	..	65	..	14	..	65	..	14	..	65	..
716	14	..	21	65	28	..	14	..	21	65	28	..	14	..	21	65	28	..	14	..	21	65	28	..
719	40	..	21	65	31	..	40	..	21	65	31	..	40	..	21	65	31	..	40	..	21	65	31	..
723	19	10	21	65	32	..	19	10	21	65	32	..	19	10	21	65	32	..	19	10	21	65	32	..
724	19	2	21	65	32	..	19	2	21	65	32	..	19	2	21	65	32	..	19	2	21	65	32	..
726	16	..	21	65	32	..	16	..	21	65	32	..	16	..	21	65	32	..	16	..	21	65	32	..
730	32	..	21	65	35	..	32	..	21	65	35	..	32	..	21	65	35	..	32	..	21	65	35	..
736	39	..	21	65	35	..	39	..	21	65	35	..	39	..	21	65	35	..	39	..	21	65	35	..
738	..	9	21	65	35	..	..	9	21	65	35	..	..	9	21	65	35	..	..	9	21	65	35	..
742	13	..	21	65	35	..	13	..	21	65	35	..	13	..	21	65	35	..	13	..	21	65	35	..
743	78	..	21	65	35	..	78	..	21	65	35	..	78	..	21	65	35	..	78	..	21	65	35	..
744	..	..	21	65	35	..	..	..	21	65	35	..	..	..	21	65	35	..	..	..	21	65	35	..
746	6	..	21	65	35	..	6	..	21	65	35	..	6	..	21	65	35	..	6	..	21	65	35	..
748	16	..	21	65	35	..	16	..	21	65	35	..	16	..	21	65	35	..	16	..	21	65	35	..
750	48	..	21	65	35	..	48	..	21	65	35	..	48	..	21	65	35	..	48	..	21	65	35	..
751	18	..	21	65	35	..	18	..	21	65	35	..	18	..	21	65	35	..	18	..	21	65	35	..
760	8	..	21	65	35	..	8	..	21	65	35	..	8	..	21	65	35	..	8	..	21	65	35	..
761	12	..	21	65	35	..	12	..	21	65	35	..	12	..	21	65	35	..	12	..	21	65	35	..
762	17	..	21	65	35	..	17	..	21	65	35	..	17	..	21	65	35	..	17	..	21	65	35	..
765	17	..	21	65	35	..	17	..	21	65	35	..	17	..	21	65	35	..	17	..	21	65	35	..
767	8	..	21	65	35	..	8	..	21	65	35	..	8	..	21	65	35	..	8	..	21	65	35	..
768	9	..	21	65	35	..	9	..	21	65	35	..	9	..	21	65	35	..	9	..	21	65	35	..
771	14	1	21	65	35	..	14	1	21	65	35	..	14	1	21	65	35	..	14	1	21	65	35	..
772	13	..	21	65	35	..	13	..	21	65	35	..	13	..	21	65	35	..	13	..	21	65	35	..
775	16	4	21	65	35	..	16	4	21	65	35	..	16	4	21	65	35	..	16	4	21	65	35	..
777	30	..	21	65	35	..	30	..	21	65	35	..	30	..	21	65	35	..	30	..	21	65	35	..
778	..	..	21	65	35	..	..	..	21	65	35	..	..	..	21	65	35	..	..	..	21	65	35	..
779	27	..	21	65	35	..	27	..	21	65	35	..	27	..	21	65	35	..	27	..	21	65	35	..
780	15	..	21	65	35	..	15	..	21	65	35	..	15	..	21	65	35	..	15	..	21	65	35	..
782	20	..	21	65	35	..	20	..	21	65	35	..	20	..	21	65	35	..	20	..	21	65	35	..

QUESTION No. 6

Local Union No.	Question No. 1		Question No. 2		Question No. 3		Question No. 4		Question No. 5		Section No. 1		Section No. 2		Section No. 3		Section No. 4		Section No. 5		Section No. 6		Section No. 7	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
783...	90	3	90	14	90	16	90	16	90	16	90	16	90	16	90	16	90	16	90	16	90	16	90	16
785...	11	19	11	17	11	18	11	17	11	19	11	19	11	19	11	19	11	19	11	19	11	19	11	19
788...	12	1	12	6	12	8	12	6	12	1	12	8	12	6	12	8	12	6	12	8	12	6	12	8
790...	7	1	7	1	7	1	7	1	7	1	7	1	7	1	7	1	7	1	7	1	7	1	7	1
791...	40	35	40	39	40	15	40	44	40	3	40	46	40	4	40	46	40	8	40	46	40	8	40	46
792...	11	1	11	8	11	4	11	9	11	15	11	46	11	4	11	46	11	8	11	46	11	8	11	46
794...	38	41	38	42	38	6	38	9	38	4	38	46	38	6	38	46	38	8	38	46	38	8	38	46
795...	2	41	2	6	2	4	2	9	2	15	2	46	2	4	2	46	2	8	2	46	2	8	2	46
796...	9	41	9	2	9	4	9	9	9	4	9	46	9	2	9	46	9	8	9	46	9	8	9	46
801...	58	58	58	6	58	3	58	1	58	4	58	46	58	6	58	46	58	8	58	46	58	8	58	46
802...	14	13	14	11	14	57	14	8	14	4	14	46	14	11	14	46	14	10	14	46	14	10	14	46
806...	9	12	9	41	9	12	9	1	9	8	9	46	9	41	9	46	9	14	9	46	9	14	9	46
808...	28	37	28	27	28	2	28	1	28	1	28	46	28	27	28	46	28	4	28	46	28	4	28	46
809...	27	27	27	1	27	55	27	56	27	27	55	46	27	1	27	56	27	44	27	56	27	4	27	56
810...	56	20	56	1	56	1	56	56	56	51	56	46	56	1	56	46	56	42	56	46	56	4	56	46
816...	19	19	19	19	19	19	19	19	19	19	19	46	19	19	19	46	19	56	19	46	19	56	19	46
819...	41	26	41	31	41	31	41	22	41	28	41	46	41	25	41	46	41	25	41	46	41	1	41	46
821...	12	12	12	12	12	12	12	10	12	8	12	46	12	11	12	46	12	16	12	46	12	10	12	46
822...	16	16	16	16	16	11	16	16	16	16	16	46	16	10	16	46	16	16	16	46	16	10	16	46
824...	106	14	106	14	106	12	106	12	106	12	106	46	106	16	106	46	106	16	106	46	106	16	106	46
829...	38	48	38	48	38	48	38	48	38	48	38	46	38	48	38	46	38	48	38	46	38	48	38	46
830...	12	11	12	11	12	9	12	11	12	11	12	46	12	11	12	46	12	11	12	46	12	11	12	46
831...	17	7	17	4	17	16	17	16	17	16	17	46	17	13	17	46	17	12	17	46	17	14	17	46
833...	14	14	14	14	14	14	14	14	14	14	14	46	14	14	14	46	14	14	14	46	14	14	14	46
835...	10	10	10	10	10	4	10	10	10	10	10	46	10	10	10	46	10	10	10	46	10	10	10	46
836...	44	45	44	2	44	45	44	47	44	47	44	46	44	47	44	46	44	47	44	46	44	47	44	46
839...	10	10	10	10	10	10	10	10	10	10	10	46	10	10	10	46	10	10	10	46	10	10	10	46
840...	12	13	12	13	12	10	12	13	12	10	12	46	12	13	12	46	12	10	12	46	12	10	12	46
845...	13	13	13	13	13	13	13	13	13	13	13	46	13	13	13	46	13	13	13	46	13	13	13	46
846...	14	14	14	14	14	14	14	14	14	14	14	46	14	14	14	46	14	14	14	46	14	14	14	46
847...	20	21	20	24	20	22	20	23	20	2	20	1	20	12	20	1	20	15	20	12	20	1	20	15

QUESTION No. 8																							
Local Union No.	Question No. 7	Article I						Article II						Question No. 9									
		Section No. 1		Section No. 2		Section No. 3		Section No. 4		Section No. 5		Section No. 6			Section No. 1		Section No. 2		Section No. 3		Section No. 4		
		For	Against	For	Against	For	Against	For	Against	For	Against	For	Against		For	Against	For	Against	For	Against	For	Against	
783..	90	..	90	..	90	..	90	..	90	..	90	..	90	..	90	..	90	..	90	..	90	..	
785..	15	1	14	1	14	1	14	1	14	1	14	1	14	1	14	1	14	1	14	1	14	1	
788..	19	1	2	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..
790..	14	..	17	11	..	11	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..
791..	8	..	8	8	..	8	..	5	..	5	..	8	..	8	..	5	..	8	..	8	..	8	..
792..	..	46	..	45	..	45	..	44	..	44	..	..	..	44	..	..	..	37	..	37	..	37	..
794..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
795..	47	..	..	41	..	41	..	49	..	49	..	44	..	44	..	48	..	48	..	48	..	42	..
796..	10	..	2	53	..	53	..	8	..	8	..	1	..	1	..	4	..	4	..	4	..	5	..
801..	56	..	10	2	10	2	10	2	10	2	10	2	10	2	10	2	10	2	10	2	10	2	
802..	14	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	
806..	42	9	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	
808..	42	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	
809..	27	..	1	56	..	56	..	56	..	56	..	46	..	46	..	46	..	46	..	46	..	46	..
810..	56	..	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..
816..	19	..	..	9	..	9	..	16	..	16	..	16	..	16	..	21	..	21	..	21	..	21	..
819..	23	..	10	11	10	12	3	6	12	6	12	3	6	12	3	10	8	10	8	10	8	10	8
821..	11	10	10	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	
822..	16	..	7	92	7	92	7	92	7	92	7	92	7	92	7	92	7	92	7	92	7	92	7
824..	92	8	7	94	7	94	7	94	7	94	7	94	7	94	7	94	7	94	7	94	7	94	7
829..	..	..	15	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
830..	..	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	
831..	16	..	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..
833..	14	..	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..
835..	10	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
836..	47	..	..	47	..	47	..	47	..	47	..	47	..	47	..	47	..	47	..	47	..	47	..
839..	10	..	1	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
840..	12	..	12	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..
845..	13	..	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..
846..	14	..	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..
847..	6	17	2	15	2	15	2	15	2	15	2	15	2	15	2	15	2	15	2	15	2	15	2

[illegible]

QUESTION No. 24																									
Local Union No.	Question No. 17		Question No. 18		Question No. 19		Question No. 20		Question No. 21		Question No. 22		Question No. 23		No. 1		No. 2		No. 3		No. 4		No. 5		
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	
783...	90	..	90	..	90	..	90	..	90	..	90	..	90	..	90	..	90	..	90	..	90	..	90	..	
785...	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	
788...	19	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	
790...	11	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	
791...	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	
792...	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
794...	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
795...	42	..	46	..	48	..	47	..	47	..	45	..	49	..	49	..	49	..	49	..	49	..	49	..	
796...	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	9	..	9	..	10	..	10	..	
801...	54	..	54	..	54	..	54	..	54	..	54	..	54	..	54	..	54	..	54	..	54	..	54	..	
802...	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	6	..	7	..	
806...	3	..	5	..	5	..	1	..	3	..	5	..	5	..	4	..	3	..	5	..	2	..	3	..	
808...	43	..	43	..	43	..	42	..	43	..	43	..	43	..	42	..	40	..	40	..	20	..	40	..	
809...	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
810...	43	..	43	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	
816...	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	16	..	19	..	
819...	16	..	17	..	6	..	5	..	23	..	23	..	21	..	22	..	22	..	22	..	19	..	22	..	
821...	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
822...	16	..	16	..	16	..	10	..	6	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	
824...	94	..	94	..	95	..	95	..	95	..	95	..	94	..	97	..	100	..	100	..	96	..	16	..	
829...	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
830...	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	
831...	14	..	14	..	12	..	11	..	11	..	11	..	11	..	12	..	14	..	14	..	14	..	14	..	
833...	10	..	8	..	6	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	
835...	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	
836...	47	..	2	..	46	..	47	..	47	..	47	..	47	..	47	..	47	..	47	..	47	..	47	..	
839...	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	
840...	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
845...	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	
846...	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	
847...	15	..	19	..	13	..	7	..	1	..	7	..	10	..	10	..	1	..	1	..	1	..	10	..	

QUESTION No. 24 Continued				QUESTION No. 26						Question No. 27		Question No. 28		QUESTION No. 29							
No. 6		No. 7		No. 1		No. 2		No. 3		No. 1		No. 2		No. 3		No. 4					
For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against				
Local Union No.																					
783..	90	15	15	..	..	90	15	..	..	90	15	..	..	90	15	..	..	90	15	..	..
785..	15	..	..	..	..	15	..	..	..	15	..	..	..	..	..	..	..	..	..	..	..
788..	10	9	..	..	..	11	..	..	..	11	..	..	..	..	..	..	..	..	..	..	..
790..	10	9	4	..	..	11	..	..	..	11	..	..	..	..	..	..	..	..	..	..	..
791..	7	1	4	..	..	8	..	..	..	8	..	..	..	..	..	..	..	..	..	..	..
792..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
794..	49	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
795..	49	49	..	..	..	55	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
796..	10	9	1	..	..	55	..	..	..	55	..	..	..	..	..	..	..	..	..	..	..
801..	54	..	..	..	..	10	..	..	..	10	..	..	..	..	..	..	..	..	..	..	..
802..	11	1	10	..	..	54	..	..	..	54	..	..	..	..	..	..	..	..	..	..	..
806..	5	..	6	..	..	11	..	..	..	13	..	..	..	..	..	..	..	..	..	..	..
808..	39	1	13	..	..	2	..	..	..	8	..	..	..	..	..	..	..	..	..	..	..
809..	..	..	..	..	..	40	..	..	..	41	..	..	..	..	..	..	..	..	..	..	..
810..	30	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
816..	19	19	..	..	..	19	..	..	..	19	..	..	..	..	..	..	..	..	..	..	..
819..	21	20	2	..	..	20	..	..	..	16	..	..	..	..	..	..	..	..	..	..	..
821..	..	16	12	..	..	16	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
822..	16	..	..	..	..	90	..	..	..	16	..	..	..	..	..	..	..	..	..	..	..
824..	98	90	..	..	..	91	..	..	..	96	..	..	..	..	..	..	..	..	..	..	..
829..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
830..	10	..	1	..	..	10	..	..	..	10	..	..	..	..	..	..	..	..	..	..	..
831..	14	..	16	..	..	20	..	..	..	18	..	..	..	..	..	..	..	..	..	..	..
833..	9	..	9	..	..	9	..	..	..	9	..	..	..	..	..	..	..	..	..	..	..
835..	..	..	..	..	..	10	..	..	..	10	..	..	..	..	..	..	..	..	..	..	..
836..	47	47	..	..	..	47	..	..	..	47	..	..	..	..	..	..	..	..	..	..	..
839..	10	10	..	..	..	10	..	..	..	10	..	..	..	..	..	..	..	..	..	..	..
840..	10	10	..	..	..	9	..	..	..	9	..	..	..	..	..	..	..	..	..	..	..
845..	13	13	..	..	..	13	..	..	..	13	..	..	..	..	..	..	..	..	..	..	..
846..	14	..	14	..	..	13	..	..	..	13	..	..	..	..	..	..	..	..	..	..	..
847..	10	1	1	..	..	8	..	..	..	8	..	..	..	..	..	..	..	..	..	..	..

Local Union No.	Question No. 29 Con- tinued		Question No. 30		Question No. 31		Question No. 32		Question No. 33		Question No. 34		Question No. 35		Question No. 36		Question No. 37		Question No. 38		Question No. 39		Question No. 40		Question No. 41	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
783.	90	15	90	15	90	15	90	15	90	15	90	15	90	15	90	15	90	15	90	15	90	15	90	15	90	15
785.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
788.	3	5	11	8	11	8	11	8	11	8	11	8	11	8	11	8	11	8	11	8	11	8	11	8	11	8
790.	7	1	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8
791.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
792.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
794.	54	..	42	..	42	..	42	..	42	..	42	..	42	..	42	..	42	..	42	..	42	..	42	..	42	..
795.	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
796.	54	..	54	..	54	..	54	..	54	..	54	..	54	..	54	..	54	..	54	..	54	..	54	..	54	..
801.	1	7	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..
802.	6	4	3	8	3	8	3	8	3	8	3	8	3	8	3	8	3	8	3	8	3	8	3	8	3	8
806.	41	..	41	..	41	..	41	..	41	..	41	..	41	..	41	..	41	..	41	..	41	..	41	..	41	..
808.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
809.	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..
810.	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..
816.	14	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..
819.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
821.	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..
822.	95	..	96	..	96	..	96	..	96	..	96	..	96	..	96	..	96	..	96	..	96	..	96	..	96	..
824.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
829.	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
830.	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
831.	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
833.	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
835.	47	..	47	..	47	..	47	..	47	..	47	..	47	..	47	..	47	..	47	..	47	..	47	..	47	..
836.	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
839.	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
840.	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..
845.	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..
846.	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..
847.	8	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..

Local Union No.	Question No. 42		Question No. 43		Question No. 44		Question No. 45		Question No. 46		Question No. 47		Question No. 48		Question No. 49		Question No. 50		Question No. 51		Question No. 52	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
783	90	..	90	..	90	16	90	..	90	16	90	..	90	16	90	..	90	16	90	..	90	16
785	15	..	15	..	..	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..
788	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
790	12	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	9	..
791	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..
792	22	..	23	..	25	..	23	..	21	..	24	..	22	..	22	..	20	..	24	..	18	..
794	1	..	6	..	6	..	4	..	4	..	2	..	42	..	47	..	2	..	47	..	4	..
795	54	..	47	..	47	..	47	..	46	..	48	..	42	..	42	..	47	..	47	..	57	..
796	10	..	7	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	69	..
801	54	..	54	..	54	..	54	..	54	..	54	..	54	..	54	..	54	..	54	..	54	..
802	13	..	12	..	12	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..
806	11	..	7	..	10	..	5	..	4	..	8	..	6	..	2	..	9	..	6	..	6	..
808	40	..	40	..	40	..	40	..	40	..	39	..	40	..	40	..	40	..	40	..	40	..
809	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..
810	30	..	30	..	30	..	30	..	21	..	21	..	21	..	21	..	21	..	13	..	13	..
816	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..
819	19	..	10	..	11	..	17	..	18	..	22	..	22	..	19	..	16	..	12	..	14	..
821	..	..	11	..	11	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	..
822	16	..	12	..	4	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..
824	94	..	77	..	..	..	90	..	94	..	96	..	22	..	90	..	91	..	87	..	..	..
829	9	..	9	..	9	..	9	..	9	..	23	..	22	..	19	..	9	..	4	..	96	..
830	19	..	16	..	20	..	20	..	18	..	18	..	18	..	18	..	18	..	18	..	..	..
831	9	..	20	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	..	..
833	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
835	..	..	10	..	10	..	10	..	46	..	47	..	46	..	47	..	47	..	47	..	..	..
836	47	..	47	..	47	..	46	..	10	..	10	..	10	..	10	..	10	..	10	..	47	..
839	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
840	5	..	1	..	15	..	16	..	9	..	15	..	2	..	8	..	16	..	10	..	12	..
845	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
846	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..
847	9	..	6	..	..	..	9	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..

Local Union No.	Question No. 53		Question No. 54		Question No. 55		Question No. 56		Question No. 57		Question No. 58		Question No. 59		Question No. 60		Question No. 61		Question No. 62	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
783	90	..	90	..	90	..	90	..	90	..	90	..	90	..	90	..	90	..	90	..
785	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..
788	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
790	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
791	8	..	8	..	9	..	7	..	7	..	8	..	8	..	8	..	11	..	8	..
792	23	..	24	..	19	..	22	..	24	..	18	..	16	..	19	..	20	..	22	..
794	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
795	46	..	47	..	47	..	..	..	6	..	1	..	53	..	45	..	45	..	50	..
796	..	..	..	..	..	..	..	..	10	..	10	..	10	..	10	..	10	..	10	..
801	54	..	54	..	54	..	54	..	54	..	11	..	54	..	54	..	54	..	54	..
802	11	..	3	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..
806	6	..	..	..	3	..	1	..	3	..	9	..	1	..	12	..	10	..	1	..
808	40	..	40	..	3	..	31	..	39	..	40	..	40	..	40	..	31	..	12	..
809	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..
810	12	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..
816	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..
819	18	..	21	..	18	..	19	..	17	..	18	..	17	..	15	..	21	..	19	..
821	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
822	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..
824	30	..	97	..	87	..	94	..	94	..	94	..	91	..	94	..	19	..	2	..
829	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
830	9	..	..	..	8	..	9	..	9	..	..	..	9	..	9	..	19	..	2	..
831	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	18	..
833	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
835	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
836	47	..	47	..	47	..	47	..	47	..	47	..	46	..	47	..	47	..	47	..
839	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
840	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
845	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
846	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..
847	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..

Local Union No.	QUESTION No. 63			QUESTION No. 64			QUESTION No. 65			QUESTION No. 66			QUESTION No. 67		QUESTION No. 68		QUESTION No. 69		QUESTION No. 70	
	No. 1		No. 2	No. 1		No. 2	No. 1		No. 2	No. 1		No. 2	No. 1		No. 2	No. 1		No. 2	No. 1	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
783	90	..	90	..	90	..	90	..	90	..	90	..	90	..	90	..	90	..	90	..
785	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..
788	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
790	9	..	10	..	10	..	10	..	10	..	9	..	11	..	9	..	9	..	10	..
791	8	..	8	..	8	..	8	..	8	..	..	..	3	..	8	..	8	..	8	..
792	24	..	24	..	22	..	22	..	21	..	21	..	24	..	21	..	21	..	20	..
794	4	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
795	50	..	50	..	1	..	1	..	52	..	52	..	48	..	48	..	47	..	7	..
796	10	..	9	..	7	..	7	..	59	..	59	..	9	..	9	..	9	..	57	..
801	54	..	54	..	1	..	1	..	54	..	54	..	54	..	54	..	54	..	54	..
802	11	..	11	..	..	..	..	..	11	..	11	..	11	..	11	..	11	..	11	..
806	9	..	9	..	5	..	5	..	9	..	3	..	7	..	8	..	7	..	13	..
808	40	..	40	..	..	..	..	..	40	..	40	..	40	..	40	..	40	..	40	..
809	27	..	27	..	..	..	..	..	27	..	27	..	27	..	27	..	27	..	27	..
810	7	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..
816	..	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..
819	12	..	12	..	17	..	17	..	5	..	13	..	14	..	12	..	11	..	11	..
821	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
822	16	..	16	..	..	..	..	..	16	..	16	..	16	..	16	..	16	..	16	..
824	..	..	..	..	..	..	..	..	98	..	..	..	..	..	..	..	..	..	..	..
829	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
830	9	..	9	..	..	..	..	..	9	..	9	..	6	..	9	..	9	..	9	..
831	18	..	18	..	18	..	18	..	18	..	18	..	18	..	20	..	20	..	20	..
833	..	..	9	..	9	..	9	..	..	..	..	..	9	..	9	..	6	..	6	..
835	10	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
836	47	..	47	..	..	..	..	..	47	..	47	..	47	..	47	..	47	..	47	..
839	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
840	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
845	8	..	8	..	3	..	3	..	10	..	10	..	10	..	10	..	10	..	10	..
846	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..
847	10	..	10	..	10	..	10	..	10	..	10	..	11	..	9	..	10	..	10	..

QUESTION No. 6

Local Union No.	Question No. 1		Question No. 2		Question No. 3		Question No. 4		Question No. 5		Section No. 1		Section No. 2		Section No. 3		Section No. 4		Section No. 5		Section No. 6		Section No. 7	
	For		For		For		For		For		For		For		For		For		For		For		For	
	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For
848..	9	23	4	9	6	17	29	4	9	7	9	29	9	29	9	29	9	29	9	29	9	29	9	29
849..	18	12	10	19	11	11	12	29	19	12	12	29	29	29	29	29	29	29	29	29	29	29	29	29
850..	12	1	10	9	1	1	10	29	12	10	12	19	19	19	19	19	19	19	19	19	19	19	19	19
855..	8	11	5	9	20	9	10	9	12	7	20	2	2	2	20	8	8	8	8	8	8	8	8	8
856..	20	15	5	1	48	20	20	1	58	58	39	39	39	39	39	39	39	39	39	39	39	39	39	39
860..	52	14	3	1	18	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
862..	17	14	25	27	15	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27
864..	25	9	12	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15
865..	9	17	1	13	3	12	13	13	13	13	16	19	19	19	19	19	19	19	19	19	19	19	19	19
866..	19	21	1	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21
868..	21	70	70	10	60	10	24	24	46	46	70	70	70	70	70	70	70	70	70	70	70	70	70	70
872..	70	1	1	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18
874..	14	1	1	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10
876..	10	2	1	109	109	109	109	109	109	109	109	109	109	109	109	109	109	109	109	109	109	109	109	109
877..	109	105	105	37	33	33	25	25	26	26	37	37	37	37	37	37	37	37	37	37	37	37	37	37
879..	37	24	24	2	23	23	13	13	26	26	24	24	24	24	24	24	24	24	24	24	24	24	24	24
883..	24	3	18	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21
884..	21	1	14	16	16	16	16	16	9	9	8	9	9	9	9	9	9	9	9	9	9	9	9	9
885..	13	14	5	11	11	11	12	12	12	12	10	17	17	17	17	17	17	17	17	17	17	17	17	17
888..	17	2	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
890..	13	11	2	12	12	12	12	12	12	12	14	14	14	14	14	14	14	14	14	14	14	14	14	14
891..	23	11	11	13	13	13	13	13	5	5	4	24	24	24	13	13	12	12	12	12	12	12	12	12
895..	12	1	3	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12
898..	26	23	1	14	14	14	15	15	1	1	16	17	17	17	17	17	17	17	17	17	17	17	17	17
899..	26	15	1	2	2	2	15	15	1	1	15	15	15	15	15	15	15	15	15	15	15	15	15	15
900..	11	3	72	11	11	11	15	15	72	72	72	8	8	8	72	72	72	72	72	72	72	72	72	72
901..	9	9	9	7	7	7	9	9	9	9	8	8	8	8	8	8	8	8	8	8	8	8	8	8
903..	22	22	2	15	15	15	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23
905..	16	1	2	4	4	4	1	1	1	1	10	10	10	10	10	10	10	10	10	10	10	10	10	10
911..	16	1	2	15	15	15	15	15	1	1	10	10	10	10	10	10	10	10	10	10	10	10	10	10
912..	17	1	4	16	16	16	9	9	23	23	15	15	15	15	15	15	15	15	15	15	15	15	15	15

QUESTION No. 8																				
Question No. 7	Article I								Article II											
	Section No. 1		Section No. 2		Section No. 3		Section No. 4		Section No. 5		Section No. 6		Section No. 1		Section No. 2		Section No. 3		Section No. 4	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
848..	9	28	9	29	9	29	9	29	9	29	9	29	9	28	9	29	9	29	9	29
849..	29	12	29	12	29	12	29	12	29	12	29	12	29	12	29	12	29	12	29	12
850..	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19
855..	20	18	2	19	20	19	20	19	20	19	20	19	20	19	20	19	20	19	20	19
860..	47	49	6	68	6	50	6	50	6	58	6	58	6	56	6	59	6	50	6	47
862..	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27
864..	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27
865..	4	11	3	12	3	15	3	12	3	15	3	14	3	1	3	14	3	12	3	15
866..	15	1	15	1	15	1	1	1	15	1	1	1	1	3	2	3	2	18	3	16
868..	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21
872..	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70
874..	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21
876..	9	9	7	6	7	4	6	4	6	6	6	6	6	6	6	6	6	9	6	8
877..	36	37	38	37	37	35	36	35	36	36	36	36	36	36	36	36	36	34	36	145
879..	37	37	37	37	37	37	37	37	37	37	37	37	37	37	37	37	37	37	37	37
883..	21	26	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
884..	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21
885..	12	1	2	12	1	10	1	10	1	11	10	10	10	5	7	5	7	11	5	10
888..	8	3	6	5	3	13	6	13	3	11	3	7	3	3	9	5	3	13	3	13
890..	16	15	1	2	2	14	2	14	2	2	14	2	14	2	2	2	2	15	2	15
891..	23	10	23	46	44	44	44	44	44	44	44	47	45	45	43	4	12	47	1	16
895..	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12
898..	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	17	18	16
899..	18	15	7	8	4	11	4	11	4	7	8	7	8	15	15	15	15	17	15	16
900..	72	72	72	72	72	72	72	72	72	72	72	72	72	72	72	72	72	72	72	72
901..	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9
903..	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22
905..	12	11	1	12	12	14	12	14	12	12	12	12	12	12	12	12	12	12	12	12
911..	12	15	16	16	15	15	15	15	15	15	15	15	15	14	13	12	12	12	12	15
912..	2	14	15	16	15	15	15	15	15	15	15	15	15	14	13	12	12	12	12	15

Local Union No.	QUESTION No. 15										Question No. 16	
	Question No. 10		Question No. 11		Question No. 12		Question No. 13		Question No. 14		No. 1	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
848.	9	..	9	..	9	..	9	..	9	..	7	..
849.	28	1	29	..	18	3	28	..	2	4	2	25
850.	..	..	..	..	12	4	12	4	4	4	4	12
855.	19	..	19	..	19	..	19	..	14	5	14	5
856.	19	1	7	9	2	18	17	2	20	..	20	..
860.	59	..	55	..	56	..	56	..	56	..	56	..
862.	..	..	..	..	..	..	..	..	27	1	27	1
864.	..	..	27	..	..	..	27	..	27	1	27	1
865.	4	11	15	15	14	1	14	1	..	13	1	13
866.	2	4	12	2	11	2	11	2	14	1	14	1
868.	21	..	21	..	21	..	20	..	21	..	21	..
872.	70	..	70	..	70	..	70	..	65	10	65	10
874.	21	..	21	..	21	..	26	..	26	..	26	..
876.	..	8	9	..	9	..	5	..	1	7	1	7
877.	145	..	146	..	145	..	148	1	145	1	145	1
879.	37	..	37	..	37	..	37	2	37	2	37	2
883.	28	..	28	..	28	..	28	..	18	9	18	9
884.	21	..	21	..	16	..	16	..	..	16	..	16
885.	5	12	14	10	10	15	8	..	11	11	11	11
888.	7	10	20	..	15	..	19	..	22	..	22	..
890.	16	..	15	1	14	..	8	6	..	14	..	14
891.	44	..	46	..	21	48	17	10	21	17	21	17
895.	12	..	12	..	..	..	12	..	10	2	10	2
898.	..	..	..	..	..	..	..	..	12	1	12	1
899.	17	..	17	..	11	5	16	1	18	1	18	1
900.	15	..	15	..	15	..	15	..	10	5	10	5
901.	..	72	72	..	80	..	80	..	..	80	..	80
903.	9	..	9	..	9	..	9	..	3	6	3	6
905.	52	..	52	..	52	..	62	..	62	..	62	..
911.	12	..	12	..	12	..	12	..	12	..	12	..
912.	13	..	13	..	14	..	15	..	..	15	..	15

QUESTION No. 24

Local Union No.	Question No. 17		Question No. 18		Question No. 19		Question No. 20		Question No. 21		Question No. 22		Question No. 23		No. 1		No. 2		No. 3		No. 4		No. 5	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
848..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
849..	29	28	29	28	28	28	20	28	28	28	14	..	28	..	28	..	27	..	27	..	28	..	27	..
850..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
855..	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9
856..	20	4	20	4	20	4	5	20	29	29	7	12	20	..	20	..	19	..	19	..	19	..	19	..
860..	45	27	49	15	27	15	25	29	29	29	25	..	25	..	23	..	29	..	34	..	29	..	27	..
862..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
864..	37	37	37	37	37	37	37	27	27	27	27	..	27	..	..	..	27	..	27	..	27	..	27	..
865..	9	6	8	13	2	13	10	7	7	7	12	3	6	9	11	4	15	..	14	..	10	..	27	..
866..	10	2	10	3	11	3	13	13	11	11	11	2	11	..	14	..	10	..	9	..	7	..	10	..
868..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	11	..	11	..	1	..	11	..
872..	70	70	70	70	70	70	70	70	70	70	70	..	70	..	70	..	70	..	70	..	70	..	70	..
874..	21	21	21	21	21	21	21	21	21	21	21	..	21	..	21	..	10	..	10	..	10	..	10	..
876..	7	..	8	7	10	..	8	..	10	..	..	10	10	..	10	..	10	..	10	..	10	..	10	..
877..	135	135	135	135	135	135	135	135	135	135	135	..	135	..	135	..	135	..	135	..	135	..	135	..
879..	41	41	41	41	41	41	41	41	41	41	41	..	41	..	41	..	41	..	41	..	41	..	41	..
883..	30	30	30	30	30	30	30	30	30	30	30	..	30	..	30	..	29	..	30	..	28	..	28	..
884..	16	16	16	16	16	16	16	16	16	16	16	..	16	..	14	..	16	..	16	..	14	..	14	..
885..	6	..	7	..	8	..	3	..	6	..	7	..	8	..	7	..	7	..	6	..	4	..	6	..
888..	8	8	10	12	12	12	5	10	6	10	6	3	7	..	2	..	2	..	6	..	6	..	7	..
890..	14	14	14	14	14	14	14	14	14	14	15	..	15	..	2	..	10	..	8	..	10	..	9	..
891..	11	11	18	17	17	17	14	15	15	15	12	2	14	..	10	..	10	..	8	..	6	..	9	..
895..	12	12	12	12	12	12	12	12	12	12	12	..	12	..	12	..	..	..	..	..	12	..	12	..
898..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
899..	11	11	11	11	11	11	11	11	11	11	11	..	11	..	10	..	10	..	10	..	10	..	10	..
900..	15	15	15	15	15	15	15	15	15	15	15	..	15	..	15	..	15	..	4	..	15	..	15	..
901..	80	80	80	80	80	80	80	80	80	80	80	..	80	..	9	..	80	..	80	..	80	..	9	..
903..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	4	..	3	..	9	..
905..	21	1	22	22	22	22	22	22	22	22	22	..	22	..	22	..	22	..	22	..	1	..	22	..
911..	12	12	12	12	12	12	12	12	12	12	12	..	12	..	12	..	12	..	12	..	12	..	12	..
912..	15	15	15	15	15	15	15	15	15	15	14	..	13	..	13	..	14	..	13	..	14	..	12	..

Local Union No.	QUESTION No. 24 Continued		QUESTION No. 26				Question No. 25		Question No. 27		Question No. 28		QUESTION No. 29																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
	For	Against	No. 6	No. 7		No. 1	No. 2	No. 3	For	Against	For	Against	No. 1		No. 2		No. 3		No. 4																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																										
				For	Against								For	Against	For	Against	For	Against	For	Against																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
848..	9	9	..	28	9	29	..	9	28	9	..	9	28	9	24	..	9	24	..	9	29	..	5

Local Union No.	Question No. 29 Continued		Question No. 30		Question No. 31		Question No. 32		Question No. 33		Question No. 34		Question No. 35		Question No. 36		Question No. 37		Question No. 38		Question No. 39		Question No. 40		Question No. 41		
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	
848.	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	
849.	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	
850.	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	
855.	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	
856.	2	16	2	16	2	16	2	16	2	16	2	16	2	16	2	16	2	16	2	16	2	16	2	16	2	16	
860.	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	
862.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
864.	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	
865.	3	12	3	12	3	12	3	12	3	12	3	12	3	12	3	12	3	12	3	12	3	12	3	12	3	12	
866.	4	..	4	..	4	..	4	..	4	..	4	..	4	..	4	..	4	..	4	..	4	..	4	..	4	..	
868.	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	
872.	70	..	70	..	70	..	70	..	70	..	70	..	70	..	70	..	70	..	70	..	70	..	70	..	70	..	
874.	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	
876.	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	
877.	135	..	135	..	135	..	135	..	135	..	135	..	135	..	135	..	135	..	135	..	135	..	135	..	135	..	
879.	41	..	41	..	41	..	41	..	41	..	41	..	41	..	41	..	41	..	41	..	41	..	41	..	41	..	
883.	9	13	9	13	9	13	9	13	9	13	9	13	9	13	9	13	9	13	9	13	9	13	9	13	9	13	
844.	9	3	9	3	9	3	9	3	9	3	9	3	9	3	9	3	9	3	9	3	9	3	9	3	9	3	
885.	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	
888.	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	
890.	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	
891.	5	2	5	2	5	2	5	2	5	2	5	2	5	2	5	2	5	2	5	2	5	2	5	2	5	2	
895.	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
898.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
899.	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	
900.	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	
901.	80	..	80	..	80	..	80	..	80	..	80	..	80	..	80	..	80	..	80	..	80	..	80	..	80	..	
903.	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	
905.	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	
911.	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	
912.	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	

Local Union No.	Question No. 42		Question No. 43		Question No. 44		Question No. 45		Question No. 46		Question No. 47		Question No. 48		Question No. 49		Question No. 50		Question No. 51		Question No. 52	
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848	9	..	5	4	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
849	28	..	28	12	27	12	28	12	28	12	29	12	28	12	28	12	28	12	28	12	28	12
850	12	
855	9	..	9	..	..	9	..	..	..	..	9	..	..	..	..	..	..	..	..	..	..
856	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..
860	17	..	18	..	16	..	17	..	7	10	18	..	19	..	18	..	19	..	18	..	17	..
862	19	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
864	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..
865	13	2	4	11	4	11	4	11	3	12	3	12	4	11	3	12	7	3	12	3	..	15
866	11	..	10	..	2	5	1	..	10	..	7	..	4	..	9	..	8	..	1	..	5	..
868	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..
872	70	..	70	..	70	..	70	..	70	..	70	..	70	..	70	..	70	..	70	..	70	..
874	21	..	21	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..
876	11	..	8	3	135	..	..	4	10	..	10	..	11	..	11	..	10	..	10	..	10	..
877	135	..	135	..	135	..	135	..	135	..	135	..	135	..	135	..	135	..	135	..	135	..
879	40	..	37	..	39	39	41	..	41	..	37	..	37	..	37	..	37	..	37	..	37	..
883	27	..	27	..	27	..	28	..	30	..	28	..	28	..	28	..	28	..	28	..	28	..
884	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..
885	9	..	10	..	..	10	3	..	9	..	6	..	..	..	7	..	8	..	6	..	4	..
888	16	3	19	2	15	6	17	2	8	..	9	2	5	16	17	3	21	..	19	5	14	1
890	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
891	12	..	14	..	14	..	12	..	12	..	14	..	13	..	13	..	13	..	12	..	6	3
895	12	..	12	..	..	12	..	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
898	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
899	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
900	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
901	80	..	80	..	80	..	80	..	80	..	80	..	80	..	80	..	80	..	80	..	80	..
903	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
905	22	..	20	2	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..
911	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
912	13	..	13	..	14	..	14	..	14	..	14	..	13	..	12	..	11	2	13	..	13	1

Local Union No.	Question No. 53		Question No. 54		Question No. 55		Question No. 56		Question No. 57		Question No. 58		Question No. 59		Question No. 60		Question No. 61		Question No. 62	
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848	9	2	29	9	28	9	29	9	27	2	9	5	9	28	9	3	9	21	9	9
849	28	12	12	12	12	12	12	12	12	12	24	9	12	12	27	8	29	12	29	8
850	9	9	9	9	9	9	9	9	9	9	12	9	4	4	9	9	9	9	9	12
855	16	16	16	16	16	16	16	16	8	3	9	4	16	16	10	2	16	16	16	9
856	16	1	15	2	11	1	13	1	16	1	11	1	16	1	14	1	17	18	17	16
860	16	1	15	2	11	1	13	1	16	1	11	1	16	1	14	1	17	18	17	16
862	27	15	27	15	27	15	27	15	27	15	27	15	27	15	27	15	27	15	27	15
864	27	15	27	15	27	15	27	15	27	15	27	15	27	15	27	15	27	15	27	15
865	9	9	7	7	2	8	7	10	5	5	9	6	7	6	4	1	10	9	10	5
866	11	11	11	11	11	11	11	11	8	7	11	1	11	11	11	1	11	11	11	7
868	70	70	70	70	70	70	70	70	11	11	70	70	70	70	70	70	70	70	70	11
872	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	7
874	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	11
876	10	10	2	9	6	4	10	10	11	11	11	11	11	11	7	3	11	11	11	9
877	135	135	135	135	135	135	135	135	135	135	135	135	135	135	135	135	135	135	135	5
879	37	37	37	37	37	37	37	37	37	37	37	37	37	37	37	37	37	37	37	135
883	29	29	29	29	29	29	28	26	26	2	28	2	28	28	26	1	28	28	29	41
884	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11
885	1	1	4	3	4	2	2	2	8	6	4	7	5	6	3	1	7	7	8	1
888	26	6	8	1	2	8	12	2	15	6	22	7	6	7	1	10	7	7	6	3
890	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	2
891	14	14	14	14	14	14	14	14	12	12	12	12	12	12	12	3	14	14	14	1
895	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	2
898	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	1
899	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	1
900	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	15
901	6	3	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	5
903	22	12	22	12	22	12	22	22	22	22	22	22	22	22	22	22	22	22	22	4
905	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	3
911	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	8
912	9	1	9	1	14	14	14	14	14	14	14	14	13	13	10	2	9	9	11	1

Local Union No.	QUESTION No. 63				Question No. 64		QUESTION No. 66						Question No. 67		Question No. 68		Question No. 69		Question No. 70											
	No. 1		No. 2		For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against												
	For	Against	For	Against															For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
848	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..										
849	28	12	28	12	25	4	28	12	28	12	28	12	28	12	26	8	29	12	29	12										
850	..	..	..	..	..	12	..	..	..	..	..	..	..	..	..	12	..	..	..	..						
855	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..										
856	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..										
860	16	..	17	..	15	..	15	..	15	..	15	..	15	..	15	..	14	2	20	..										
862	24	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	16	1	21	..
864	27	..	27	..	27	..	..	..	..	..	..	..	..	..	..	..	27	..	27	..
865	9	6	10	5	8	7	4	11	6	9	4	11	8	7	7	8	27	12	27	12										
866	11	..	10	..	..	..	..	..	..	..	..	..	..	..	..	..	3	12	7	8
868	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	7	1										
872	70	..	70	..	70	..	70	..	70	..	70	..	70	..	70	..	26	44	70	..										
874	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..										
876	11	..	11	..	10	..	7	4	11	..	11	..	11	..	11	..	11	..	11	..										
877	135	..	135	..	135	..	135	..	135	..	135	..	135	..	135	..	135	..	135	..										
879	41	..	41	..	41	..	41	..	41	..	41	..	41	..	41	..	41	..	41	..										
883	26	1	28	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..										
884	..	11	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..										
885	3	1	3	1	9	..	7	..	6	..	6	..	7	1	8	..	8	..	6	1										
888	8	1	16	2	21	..	16	2	16	1	17	12	18	1	18	1	17	1	6	9										
890	12	..	12	12	..	12	..	12	12	12	12	12	12	12	12	12	12	12	12	12										
891	15	..	13	..	9	5	14	..	12	2	12	3	15	..	14	4	10	..	12	1										
895	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..										
898	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
899	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..										
900	8	7	15	..	15	..	15	..	15	..	15	15	15	..	15	..	15	..	15	..										
901	80	..	80	..	80	..	80	..	80	..	80	..	80	..	80	..	80	..	80	..										
903	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	6	8										
905	22	..	22	..	22	..	22	..	22	..	22	..	22	2	22	..	22	..	22	..										
911	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..										
912	12	2	13	1	14	..	14	..	14	..	14	..	14	..	13	1	12	2	14	..										

QUESTION No. 6

Local Union No.	Question No. 1		Question No. 2		Question No. 3		Question No. 4		Question No. 5		Section No. 1		Section No. 2		Section No. 3		Section No. 4		Section No. 5		Section No. 6		Section No. 7	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
914..	..	..	..	..	..	..	..	..	..	..	95	..	..	..	95	..	95	..	95	..	95	..	95	..
915..	8	..	..	8	..	..	..	..	..	..	8	..	..	..	8	..	8	..	8	..	8	..	8	..
916..	22	..	..	25	..	..	..	..	..	..	25	..	..	..	25	..	25	..	25	..	25	..	25	..
920..	36	..	..	36	..	..	..	..	..	..	36	..	..	..	37	..	37	..	37	..	37	..	37	..
921..	11	..	..	16	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
922..	10	..	..	8	..	..	..	..	..	..	8	..	..	..	8	..	8	..	8	..	8	..	8	..
924..	15	..	..	19	..	..	..	..	..	..	19	..	..	..	4	..	8	..	11	..	8	..	13	..
926..	9	3	..	20	..	..	..	..	..	..	..	..	..	..	8	..	8	..	8	..	8	..	8	..
930..	26	1	..	31	..	..	..	..	..	..	..	..	..	..	..	..	..	..	20	..	20	..	21	..
932..	20	..	..	19	..	..	..	..	..	..	18	..	..	..	19	..	19	..	18	..	18	..	18	..
933..	15	..	..	15	..	..	..	..	..	..	15	..	..	..	15	..	15	..	15	..	15	..	15	..
934..	12	..	..	12	..	..	..	..	..	..	12	..	..	..	12	..	12	..	12	..	12	..	12	..
935..	18	..	..	19	..	..	..	..	..	..	19	..	..	..	19	..	20	..	20	..	20	..	16	..
938..	14	..	..	16	..	..	..	..	..	..	14	..	..	..	14	..	14	..	14	..	14	..	14	..
941..	16	..	..	20	..	..	..	..	..	..	11	..	..	..	10	..	3	..	3	..	7	..	11	..
943..	30	..	..	32	..	..	..	..	..	..	33	..	..	..	38	..	36	..	36	..	35	..	36	..
944..	12	..	..	12	..	..	..	..	..	..	12	..	..	..	12	..	12	..	12	..	12	..	12	..
945..	37	..	..	40	..	..	..	..	..	..	40	..	..	..	38	..	12	..	12	..	12	..	12	..
947..	31	..	..	32	..	..	..	..	..	..	32	..	..	..	32	..	31	..	32	..	30	..	32	..
952..	15	..	..	15	..	..	..	..	..	..	14	..	..	..	16	..	15	..	14	..	14	..	15	..
953..	70	..	..	38	..	..	..	..	..	..	70	..	..	..	70	..	70	..	70	..	70	..	70	..
955..	25	..	..	25	..	..	..	..	..	..	25	..	..	..	25	..	25	..	25	..	25	..	25	..
957..	15	..	..	15	..	..	..	..	..	..	15	..	..	..	15	..	2	..	8	..	8	..	14	..
958..	28	..	..	28	..	..	..	..	..	..	28	..	..	..	28	..	28	..	28	..	28	..	28	..
959..	18	..	..	8	..	..	..	..	..	..	8	..	..	..	8	..	7	..	6	..	7	..	6	..
961..	44	..	..	44	..	..	..	..	..	..	44	..	..	..	44	..	44	..	44	..	44	..	44	..
965..	12	..	..	12	..	..	..	..	..	..	8	..	..	..	8	..	8	..	8	..	8	..	8	..
970..	40	..	..	48	..	..	..	..	..	..	52	..	..	..	52	..	52	..	53	..	54	..	54	..
971..	25	..	..	11	..	..	..	..	..	..	28	..	..	..	25	..	23	..	16	..	19	..	22	..
978..	42	..	..	42	..	..	..	..	..	..	42	..	..	..	42	..	42	..	42	..	42	..	42	..
981..	78	..	..	78	..	..	..	..	..	..	78	..	..	..	78	..	78	..	78	..	78	..	78	..

QUESTION No. 8																					
Question No. 7				Article I						Article II				Question No. 9							
Local Union No.		Section No. 1		Section No. 2		Section No. 3		Section No. 4		Section No. 5		Section No. 6		Section No. 1		Section No. 2		Section No. 3		Section No. 4	
		For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
914..	95	..	..	95	..	95	..	95	..	95	..	95	..	95	..	95	..	95	..	95	..
915..	8	..	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..
916..	25	..	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..
920..	37	..	..	37	..	36	..	36	..	36	..	9	..	38	..	38	..	38	..	38	..
921..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
922..	8	..	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..
924..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
926..	..	12	..	8	6	..	..	..	..	..	..	6	7	..	4	..	6	5	..	14	9
930..	17	..	..	30	..	30	..	30	..	30	..	30	..	31	..	31	..	31	..	31	..
932..	19	..	..	19	..	19	..	16	8	17	1	1	..	17	2	13	4	19	..	19	..
933..	15	..	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
934..	12	..	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	9	3	12	..
935..	..	20	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	20	..
938..	15	..	..	8	..	10	..	..	..	..	..	6	1	5	3	6	..	7	..	5	1
941..	1	14	..	18	14	..	14	..	14	..	14	..	14	15	..	15	..	15	..	15	..
943..	39	..	..	31	1	31	1	31	1	31	1	31	1	28	2	28	2	28	2	32	..
944..	12	..	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	34	3
945..	41	1	28	15	29	18	21	5	34	33	3	6	30	14	23	6	30	8	29	34	..
947..	32	..	..	26	..	32	..	32	..	32	..	32	..	32	..	32	..	32	..	32	..
952..	15	..	..	16	..	15	..	15	..	14	..	14	..	13	..	15	..	15	..	16	..
953..	70	..	..	70	..	70	..	70	..	70	..	70	..	70	..	70	..	70	..	70	..
955..	25	..	..	25	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	25	..
957..	15	..	..	13	2	..	1	4	6	15	1	8	4	..	15	..	15	..	15	18	..
958..	28	..	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..
959..	8	10	..	8	10	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..
961..	44	..	..	44	..	44	..	44	..	44	..	44	..	44	..	44	..	44	..	44	..
965..	8	..	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..
970..	51	..	..	51	..	51	..	54	..	54	..	54	..	50	..	53	..	53	..	50	..
971..	23	3	10	20	10	21	10	16	11	18	10	19	10	13	10	19	11	19	11	28	..
978..	12	..	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
981..	78	..	..	78	..	78	..	78	..	78	..	78	..	78	..	78	..	78	..	78	..

Local Union No.	Question No. 10		Question No. 11		Question No. 12		Question No. 13		Question No. 14		QUESTION No. 15								Question No. 16									
	For Against		For Against		For Against		For Against		For Against		For Against		No. 1		No. 2		No. 3		No. 4		No. 5		No. 6		No. 7		For	Against
													For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against		
914.	95	8	95	8	95	8	95	8	95	8	95	8	95	8	95	8	95	8	95	8	95	8	95	8	95	8	95	8
915.	25	38	25	38	25	38	25	38	25	38	25	38	25	38	25	38	25	38	25	38	25	38	25	38	25	38	25	38
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921.	14	26	14	26	14	26	14	26	14	26	14	26	14	26	14	26	14	26	14	26	14	26	14	26	14	26	14	26
922.	26	11	26	11	26	11	26	11	26	11	26	11	26	11	26	11	26	11	26	11	26	11	26	11	26	11	26	11
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945.	23	32	23	32	23	32	23	32	23	32	23	32	23	32	23	32	23	32	23	32	23	32	23	32	23	32	23	32
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965.	53	18	53	18	53	18	53	18	53	18	53	18	53	18	53	18	53	18	53	18	53	18	53	18	53	18	53	18
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971.	10	42	10	42	10	42	10	42	10	42	10	42	10	42	10	42	10	42	10	42	10	42	10	42	10	42	10	42
978.	42	78	42	78	42	78	42	78	42	78	42	78	42	78	42	78	42	78	42	78	42	78	42	78	42	78	42	78
981.	78	9	78	9	78	9	78	9	78	9	78	9	78	9	78	9	78	9	78	9	78	9	78	9	78	9	78	9

QUESTION No. 24																							
Question No. 17		Question No. 18		Question No. 19		Question No. 20		Question No. 21		Question No. 22		Question No. 23		No. 1		No. 2		No. 3		No. 4		No. 5	
For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
914..	95	95	..	65	..	45	..	45	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
915..	8	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..
916..	25	25	..	25	..	25	..	25	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..
920..	36	36	..	36	..	36	..	36	
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922..	8	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..
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941..	8	9	..	9	..	9	..	13	..	11	..	15	..	13	..	12	..	11	..	11	..	12	..
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947..	32	32	..	32	..	32	..	32	..	32	..	32	..	32	..	32	..	32	..	32	..	32	..
952..	16	15	..	13	..	16	..	16	..	16	..	15	..	16	..	16	..	16	..	16	..	16	..
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955..	25	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..
957..	18	16	..	16	..	8	..	9	..	9	..	16	..	6	..	1	..	11	..	12	..	12	..
958..	28	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..
959..	10	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
961..	44	44	..	44	..	44	..	44	..	44	..	44	..	44	..	44	..	44	..	44	..	44	..
965..	9	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
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971..	21	21	..	18	..	1	..	19	..	19	..	16	..	19	..	21	..	21	..	21	..	22	..
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QUESTION No. 24 Continued				QUESTION No. 26				QUESTION No. 27				QUESTION No. 28				QUESTION No. 29			
No. 6		No. 7		No. 1		No. 2		No. 3		No. 1		No. 2		No. 3		No. 4			
For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against		
914..	15	..	15	..	15	..	..	15	..	15	..	15	..	15	..	15	..
915..	8	..	8	..	8	..	..	8	..	8	..	8	..	8	..	8	..
916..	..	25	..	..	..	25	..	..	..	25	..	..	..	..	..	..	..
920..	18	6	36	..	36	..	..	36	..	36	..	36	..	36	..	36	..
921..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
922..	..	8	..	..	8	..	..	8	..	8	..	8	..	8	..	8	..
924..		
926..	8	..	8	..	6	8	..	14	..	14	..	14	..	14	..	8	..		
930..	32	..	32	..	32	32	..	32	..	32	..	26	..	26	..		
932..	3	7	10	4	17	..	1	17	..	17	..	16	1	11	5	18	..		
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934..	..	15	14	15	..	15	..	15	..	15	..	15	..		
935..	20	..	20	..	20	20	..	20	..	15	..	15	..	15	..		
938..	3	..	4	..	6	4	..	6	7		
941..	11	..	14	..	11	12	..	8	1	11	..	9	..	8	..		
943..	27	..	24	..	24	..	..	23	..	22	..	9	1	13	..	10	..
944..	12	..	12	..	12	..	..	12	..	8	..	23	..	24	..	24	..
945..	22	25	16	11	18	7	3	14	9	20	3	12	5	12	..	12	..		
947..	32	..	31	1	32	..	11	31	1	1	31	20	..	16	4	18	2		
952..	15	..	12	2	14	2	..	16	..	2	13	32	..	32	..	32	..		
953..	40	..	40	..	40	..	..	40	..	40	..	12	..	14	..	13	..
955..	25	..	40	..	40	..	..	40	..	40	..	40	..	40	..	40	..
957..	..	5	25	..	25	..	..	25	..	25	..	25	..	25	..	25	..
958..	28	..	16	..	11	6	8	6	..	8	..	6	1	7	..	8	..		
959..	10	..	28	..	28	..	..	28	..	28	..	28	..	28	..	28	..
961..	44	..	10	..	10	..	..	10	..	10	..	10	..	10	..	10	..
965..	9	..	44	..	44	..	9	44	..	44	..	44	..	44	..	44	..		
965..	9	..	..	..	9	..	..	9	..	9	..	9	..	9	..	9	..
970..	47	..	47	..	46	..	..	46	..	46	..	46	..	46	..	46	..
971..	22	..	14	8	18	..	..	19	..	23	..	19	..	17	..	16	..
978..	12	..	12	..	12	..	..	12	..	12	..	12	..	12	..	12	..
981..	28	..	28	..	28	..	..	28	..	28	..	28	..	28	..	28	..

Local Union No.	Question No. 29 Con- tinued		Question No. 30		Question No. 31		Question No. 32		Question No. 33		Question No. 34		Question No. 35		Question No. 36		Question No. 37		Question No. 38		Question No. 39		Question No. 40		Question No. 41	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
914.	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
915.	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..
916.	24	1	25	..	21	1	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..
920.	36	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..
921.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
922.	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..
924.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
926.	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..
930.	26	..	21	..	20	..	21	..	24	..	22	..	14	..	14	..	..	..	8	..	..	..	..	..	..	..
932.	16	1	16	1	17	..	15	1	13	2	10	..	11	..	9	3	10	2	12	..	..	..	1	..	18	..
933.	15	..	15	..	15	..	15	..	..	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
934.	15	..	15	..	15	..	15	..	8	..	..	..	14	1	..	..	20	..	..	..	..	..	..	..	15	..
935.	..	..	..	..	..	..	..	..	..	..	..	..	20	..	20	..	20	..	..	..	..	..	..	..	20	..
938.	8	..	..	..	..	..	..	..	9	..	9	..	9	..	8	..	8	..	7	2	..	..	..	..	9	..
941.	11	..	10	..	12	..	12	..	25	..	12	..	12	1	12	..	9	..	10	..	..	..	..	..	12	..
943.	24	..	24	..	24	..	24	..	12	..	21	..	24	..	19	..	24	..	22	..	..	..	..	..	23	..
944.	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	10	2	12	..	..	..	..	12	..	..
945.	8	14	14	..	12	..	13	..	15	..	14	1	15	1	17	1	2	14	6	11	1	..	..	11	2	..
947.	32	..	32	..	32	..	32	..	19	5	3	13	32	..	32	..	32	..	32	..	..	..	..	..	32	..
952.	12	..	14	..	15	..	14	..	16	..	12	..	15	..	13	1	15	..	14	..	..	..	..	..	12	..
953.	40	..	..	..	40	..	37	6	37	6	38	..	39	..	38	..	37	1	39	..	..	..	..	39	..	..
955.	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	..	..	..	..	..	..	..	25	..	..
957.	5	..	7	..	3	..	2	1	1	2	8	..	4	..	2	..	..	10	5	..	9	..	..	25	..	..
958.	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	..	..	..	28	..	..
959.	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	..	..	10	..	..	..	..	10	..	..
961.	44	..	44	..	44	..	44	..	..	..	44	..	44	..	44	..	44	..	44	..	..	..	..	44	..	..
965.	5	4	9	..	9	..	9	..	9	..	9	..	9	..	9	..	7	2	5	4	*	..	..	4	9	..
970.	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	..	..	..	39	..	..
971.	20	..	21	..	2	..	5	..	2	..	22	..	1	23	23	..	13	11	18	..	..	..	..	27	..	..
978.	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	..	..	..	12	..	..
981.	..	..	28	..	28	..	28	..	..	..	28	..	28	..	28	..	28	..	28	..	..	..	..	28	..	..

Local Union No.	Question No. 42		Question No. 43		Question No. 44		Question No. 45		Question No. 46		Question No. 47		Question No. 48		Question No. 49		Question No. 50		Question No. 51		Question No. 52	
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914	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
915	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..
916	21	..	21	..	21	..	21	..	21	..	21	..	21	..	20	..	20	..	20	..	20	..
920	36	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..
921	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
922	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..
924	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
926	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..
930	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..
932	7	..	7	..	7	..	7	..	6	..	7	..	6	..	7	..	7	..	7	..	7	..
933	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
934	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
935	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..
938	7	..	7	..	7	..	7	..	4	..	7	..	7	..	4	..	3	..	7	..	6	..
941	12	..	11	..	14	..	13	..	12	..	13	..	9	..	9	..	12	..	10	..	18	..
943	8	..	24	..	16	..	17	..	14	..	16	..	18	..	18	..	19	..	18	..	18	..
944	12	..	12	..	2	..	12	..	5	..	12	..	12	..	12	..	12	..	12	..	12	..
945	17	..	12	..	16	..	17	..	2	..	16	..	19	..	14	..	12	..	15	..	10	..
947	32	..	32	..	32	..	32	..	32	..	32	..	32	..	32	..	32	..	32	..	32	..
952	15	..	1	..	16	..	14	..	7	..	15	..	15	..	14	..	14	..	13	..	14	..
953	39	..	39	..	39	..	39	..	39	..	39	..	39	..	39	..	39	..	38	..	38	..
955	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..
957	9	..	3	..	12	..	7	..	10	..	8	..	2	..	4	..	1	..	4	..	6	..
958	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..
959	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
961	44	..	44	..	44	..	44	..	44	..	44	..	44	..	44	..	44	..	44	..	44	..
965	3	..	6	..	5	..	2	..	4	..	6	..	8	..	7	..	5	..	6	..	12	..
970	39	..	39	..	39	..	39	..	39	..	39	..	39	..	39	..	40	..	40	..	38	..
971	18	..	18	..	18	..	18	..	15	..	17	..	17	..	17	..	18	..	17	..	15	..
978	12	..	12	..	12	..	12	..	8	..	12	..	12	..	12	..	12	..	12	..	12	..
981	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..

Local Union No.	Question No. 53		Question No. 54		Question No. 55		Question No. 56		Question No. 57		Question No. 58		Question No. 59		Question No. 60		Question No. 61		Question No. 62	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
914	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
915	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..
916	20	..	20	..	20	..	20	..	21	..	18	..	20	..	20	..	20	..	20	..
920	30	3	36	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..
921	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
922	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..
924	..	..	..	..	..	..	..	..	6	2	1	9	..	..	..	..	..	..	..	..
926	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..
930	25	..	20	..	14	10	25	..	17	..	13	..	16	..	16	..	17	..	25	..
932	7	..	7	..	7	..	7	..	6	1	2	5	2	..	2	5	2	..	2	5
933	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
934	..	15	15	15	15	..	..	..	..	..	15	..	15	..	15	..	15	..	15	..
935	20	..	20	..	20	..	20	..	15	20	20	..	20	..	20	..	20	..	20	..
938	3	2	10	..	3	..	3	2	10	..	4	3	6	..	5	..	7	..	6	..
941	..	9	11	..	..	9	9	..	9	..	13	12	..	..	9	..	13	..	..	10
943	17	..	17	..	16	..	15	..	18	..	10	6	..	..	18	..	18	..	16	..
944	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
945	10	5	15	11	11	..	16	..	15	1	12	..	15	1	10	4	16	..	10	5
947	32	..	13	9	32	..	32	..	32	..	32	..	32	..	31	1	32	..	32	..
952	14	..	10	8	8	..	15	..	12	1	3	10	..	..	10	..	15	..	13	2
953	38	1	39	..	36	..	36	..	35	2	37	..	39	..	37	1	38	..	36	3
955	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..
957	..	..	3	6	3	6	9	1	9	1	9	..	7	3	..	..	6	8	3	7
958	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..
959	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
961	44	..	44	..	44	..	44	..	44	..	44	..	44	..	44	..	44	..	44	..
965	7	5	5	7	12	..	3	9	12	..	12	..	6	4	8	..	9	2	12	..
970	38	..	38	..	38	..	38	..	38	..	38	..	38	..	38	..	38	..	38	..
971	15	..	18	..	17	..	17	..	17	..	19	..	17	..	18	..	19	..	19	17
978	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
981	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..

Local Union No.	QUESTION No. 63				QUESTION No. 64				QUESTION No. 65				QUESTION No. 66				QUESTION No. 67		QUESTION No. 68		QUESTION No. 69		QUESTION No. 70	
	No. 1		No. 2		For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
914	15	8	15	8	15	8	15	8	15	8	15	8	15	8	15	8	15	8	15	8	15	8	15	8
915	20	30	20	30	20	30	20	30	20	30	20	30	20	30	20	30	20	30	20	30	20	30	20	30
916	30	6	30	6	30	6	30	6	30	6	30	6	30	6	30	6	30	6	30	6	30	6	30	6
921	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8
922	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14
924	25	7	25	7	25	7	25	7	25	7	25	7	25	7	25	7	25	7	25	7	25	7	25	7
926	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15
930	7	1	7	1	7	1	7	1	7	1	7	1	7	1	7	1	7	1	7	1	7	1	7	1
932	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15
933	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15
934	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
935	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7
938	14	9	14	9	14	9	14	9	14	9	14	9	14	9	14	9	14	9	14	9	14	9	14	9
941	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21
943	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12
944	10	4	10	4	10	4	10	4	10	4	10	4	10	4	10	4	10	4	10	4	10	4	10	4
945	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
947	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15
952	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39
953	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25
955	6	3	6	3	6	3	6	3	6	3	6	3	6	3	6	3	6	3	6	3	6	3	6	3
957	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
958	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10
959	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44
961	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9
965	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38
970	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18
971	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12
978	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
981	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15

QUESTION No. 6

Local Union No.	Question No. 1		Question No. 2		Question No. 3		Question No. 4		Question No. 5		Section No. 1		Section No. 2		Section No. 3		Section No. 4		Section No. 5		Section No. 6		Section No. 7	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
982..	7	..	7	..	1	6	7	20	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7
985..	34	20	..	33	1	33	7	2	..	..	20	..	27	..	..	26	..	..	34	..	..	34	..	..
987..	21	..	..	11	..	11	2	..	11	..	8	..	11	..	..	11	..	..	11	..	..	11	..	..
989..	10	..	..	11	..	11	..	1	6	..	8	..	9	..	..	8	..	..	10	..	..	12	..	..
993..	97	..	..	98	..	98	16	16	38	..	74	..	85	..	..	12	..	..	74	..	..	73	..	..
998..	6	..	..	6	..	6	..	6	6	..	7	..	7	..	..	7	..	..	7	..	..	7	..	..
999..	19	..	..	18	..	18	14	14	1	..	18	..	19	..	..	18	..	..	19	..	..	18	..	..
1001..	12	..	..	12	..	12	12	12	..	..	4	..	12	..	..	12	..	..	12	..	..	12	..	..
1005..	8	..	..	7	..	7	1	7	..	..	4	..	3	..	..	4	..	..	4	..	..	5	..	..
1010..	34	..	..	27	..	27	7	7	16	..	32	..	29	..	..	35	..	..	29	..	..	18	..	..
1014..	24	..	..	23	..	23	19	19	1	..	23	..	23	..	..	24	..	..	24	..	..	23	..	..
1015..	23	..	..	24	..	24	12	12	12	..	23	..	24	..	..	24	..	..	16	..	..	1	..	..
1016..	15	..	..	15	..	15	..	..	15	..	15	..	15	..	..	15	..	..	15	..	..	15	..	..
1018..	11	..	..	3	..	3	3	3	5	..	1	..	9	..	..	7	..	..	13	..	..	11	..	..
1021..	64	..	..	23	..	23	24	24	..	..	8	..	76	..	..	7	..	..	6	..	..	10	..	..
1024..	10	..	..	10	..	10	2	2	..	..	8	..	10	..	..	7	..	..	9	..	..	10	..	..
1027..	30	..	..	30	..	30	30	30	..	..	..	..	16	..	..	16	..	..	16	..	..	16	..	..
1028..	15	..	..	15	..	15	15	15	..	..	16	..	16	..	..	16	..	..	16	..	..	18	..	..
1033..	18	..	..	18	..	18	16	16	2	..	18	..	18	..	..	18	..	..	18	..	..	18	..	..
1035..	22	..	..	11	..	11	2	2	6	..	11	..	8	..	..	8	..	..	7	..	..	11	..	..
1040..	11	..	..	11	..	11	11	11	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1041..	6	..	..	7	..	7	7	7	..	..	7	..	7	..	..	7	..	..	7	..	..	7	..	..
1042..	29	..	..	29	..	29	29	29	..	..	29	..	29	..	..	29	..	..	29	..	..	29	..	..
1043..	11	..	..	11	..	11	9	9	1	..	11	..	15	..	..	15	..	..	11	..	..	11	..	..
1044..	19	..	..	10	..	10	8	8	10	..	15	..	15	..	..	15	..	..	16	..	..	18	..	..
1045..	19	..	..	19	..	19	..	..	..	..	19	..	19	..	..	19	..	..	19	..	..	19	..	..
1048..	16	..	..	22	..	22	15	15	..	..	20	..	19	..	..	19	..	..	19	..	..	19	..	..
1049..	16	..	..	8	..	8	18	18	..	..	19	..	19	..	..	16	..	..	4	..	..	2	..	..
1053..	104	..	..	108	..	108	3	3	107	..	110	..	110	..	..	110	..	..	110	..	..	110	..	..
1054..	9	..	..	9	..	9	..	..	..	..	9	..	9	..	..	110	..	..	19	..	..	19	..	..
1055..	35	..	..	31	..	31	23	23	3	..	28	..	27	..	..	32	..	..	34	..	..	30	..	..

QUESTION No. 8

Local Union No.	Question No. 7		Article I										Article II										Question No. 9	
	For	Against	Section No. 1		Section No. 2		Section No. 3		Section No. 4		Section No. 5		Section No. 6		Section No. 1		Section No. 2		Section No. 3		Section No. 4			
			For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against		
982..	34	11	7	32	12	18	7	24	7	18	12	17	7	17	12	15	7	18	7	14	12	7	13	
985..	9	10	11	10	11	11	11	11	10	50	4	4	4	4	4	9	9	8	9	9	21	12	22	
987..	56	11	7	45	1	34	7	56	56	55	7	58	58	58	30	30	39	39	40	69	69	69		
989..	18	12	19	19	12	19	12	18	12	19	12	19	19	19	19	19	19	19	19	19	19	19		
999..	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12		
1001..	4	5	4	5	4	4	3	3	1	1	1	1	1	1	1	1	1	2	4	7	7	7		
1005..	22	14	10	14	10	7	3	15	18	18	1	14	11	14	1	16	15	15	15	18	19	19		
1010..	22	21	21	21	21	21	21	21	21	21	21	21	21	21	17	19	14	14	19	19	23	40		
1014..	6	17	15	15	15	15	15	15	15	15	15	15	15	15	22	3	20	20	12	12	12	12		
1015..	15	15	1	1	1	1	1	1	1	1	1	1	1	1	17	15	15	15	15	15	15	15		
1016..	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	15	15	15	15	15	15	15		
1018..	79	62	11	62	11	62	11	62	62	77	5	77	77	77	11	11	11	11	11	11	11	11		
1024..	11	30	30	30	30	30	30	30	30	30	11	30	30	30	11	30	30	30	30	30	30	30		
1027..	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16		
1028..	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18		
1033..	10	2	12	12	12	10	10	7	18	10	7	10	10	10	7	2	7	6	1	7	1	9		
1035..	6	9	9	9	9	10	8	8	10	10	10	10	10	10	7	2	7	4	9	10	10	10		
1040..	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7		
1041..	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29		
1042..	10	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11		
1043..	15	15	15	15	15	3	2	4	4	2	1	5	5	5	1	3	3	6	2	6	6	6		
1044..	15	15	15	15	15	3	2	4	4	2	1	5	5	5	1	3	3	6	2	6	6	6		
1045..	1	17	4	9	9	9	1	6	1	8	19	5	5	5	1	5	5	8	6	10	19	10		
1048..	19	19	19	19	19	9	9	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19		
1049..	110	2	117	117	117	117	117	117	117	117	117	117	117	117	117	117	117	117	117	117	117	117		
1053..	9	29	26	2	7	24	34	34	34	34	34	34	34	34	30	31	31	30	32	35	35	33		
1055..	29	1	1	1	1	1	1	1	1	1	1	1	1	1	17	1	1	1	1	1	1	1		

Local Union No.	QUESTION No. 15										Question No. 16	
	Question No. 19		Question No. 11		Question No. 12		Question No. 13		Question No. 14		Question No. 16	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
982.	..	22	..	..	..	..	..	..	6	1	7	..
985.	..	22	19	22	16	22	1	27	1	25	8	1
987.	..	22	..	..	..	..	..	..	4	..	12	..
989.	8	..	..	9	..	..	..	..	..	..	9	..
993.	51	8	59	..	58	..	48	4	40	4	44	..
998.	..	..	..	..	..	..	..	8	..	..	..	..
999.	19	..	19	..	8	..	8	8	..	..	..	8
1001.	12	..	12	..	12	..	12	..	..	..	..	..
1005.	6	..	6	..	7	..	7	..	7	..	..	..
1010.	17	1	20	2	20	2	15	2	11	11	12	..
1014.	23	..	23	..	22	..	23	..	11	11	15	..
1015.	12	..	12	..	12	..	12	..	6	6	12	4
1016.	15	..	15	..	15	..	14	..	21	20	11	..
1018.	6	..	9	..	6	..	13	1	11	4	15	..
1021.	77	..	79	..	71	..	92	..	12	13	7	1
1024.	11	..	11	..	11	..	12	..	..	..	20	..
1027.	..	..	30	..	30	..	30	..	30	..	..	..
1028.	16	..	16	..	16	..	19	6	17	5	16	..
1033.	18	..	..	16	..	16	16	1	3	11	1	17
1035.	8	..	6	13	7	11	11	6	12	3	11	..
1040.	10	..	8	..	10	..	11	1	11	5	10	..
1041.	7	..	7	..	7	..	7	..	7	2	10	10
1042.	29	..	29	..	29	..	29	..	29	5	7	..
1043.	11	..	11	..	11	..	14	5	14	..	29	..
1044.	4	10	4	..	6	..	19	..	19	10	9	..
1045.	19	..	19	..	19	..	17	..	17	19	4	..
1048.	7	..	5	..	11	..	13	1	17	..	..	..
1049.	19	..	19	..	19	..	14	..	14	12	10	..
1053.	116	..	115	1	116	..	16	4	14	3	19	..
1054.	9	..	9	..	9	..	4	112	5	110	113	..
1055.	30	..	30	..	31	..	33	..	9	9	33	..

QUESTION No. 24																									
Local Union No.	Question No. 17		Question No. 18		Question No. 19		Question No. 20		Question No. 21		Question No. 22		Question No. 23		No. 1		No. 2		No. 3		No. 4		No. 5		
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	
982..	4	3	7	..	7	..	7	..	7	..	..	..	..	..	7	..	7	..	7	..	7	..	7	..
985..	20	..	17	..	7	..	9	..	14	..	..	..	..	..	7	..	5	..	13	..	9	..	7	..
987..	12	..	12	..	12	..	12	..	12	..	..	..	..	..	12	..	13	..	13	..	13	..	13	..
989..	9	..	10	..	9	..	9	..	8	..	..	..	..	..	9	..	8	..	9	..	7	..	7	..
993..	47	..	57	..	54	..	48	..	47	..	..	..	..	..	45	..	41	..	51	..	44	..	40	..
998..	8	8	..	8	8	8	8	8	..	8	..
999..	8	..	9	..	..	9	..	..	..	..	..	..	..	..	9	..	9	..	9	..	9	..	9	..
1001..	12	..	12	..	12	..	12	..	12	..	..	..	..	..	12	..	12	..	12	..	12	..	12	..
1005..	4	..	6	..	5	..	1	..	5	..	..	..	..	..	6	..	7	..	6	..	3	..	4	..
1010..	17	1	21	..	21	..	18	..	18	..	..	..	..	..	14	..	16	1	14	..	18	..	19	..
1014..	22	..	20	..	19	1	23	..	17	..	..	..	..	..	20	..	20	..	20	..	20	..	20	..
1015..	11	..	11	..	11	..	11	..	11	..	..	..	..	..	11	..	11	..	8	5	3	..	7	..
1016..	15	..	15	..	15	..	15	..	15	..	..	..	..	..	15	..	15	..	15	..	15	..	15	..
1018..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	..	..	..	..	..	..	..	..	..
1021..	17	..	20	..	18	..	17	..	19	..	..	..	..	..	20	..	..	..	..	..	..	..	19	..
1024..	11	..	10	..	..	10	..	9	9	..	..	..	..	..	9	..	7	..	7	..	2	1	9	..
1027..	30	..	30	..	30	..	30	..	30	..	..	..	..	..	30	..	30	..	30	..	30	..	30	..
1028..	16	..	16	..	16	..	16	..	16	..	..	..	..	..	16	..	16	..	16	..	16	..	16	..
1033..	7	6	8	2	11	1	10	1	6	..	..	..	..	..	14	..	14	..	14	..	14	..	14	..
1035..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1040..	10	..	11	..	10	..	9	..	9	..	..	..	..	..	9	..	11	..	11	..	11	..	11	..
1041..	7	..	7	..	7	..	7	..	7	..	..	..	..	..	7	..	7	..	7	..	7	..	7	..
1042..	29	..	29	..	28	1	29	..	29	..	..	..	..	..	29	..	29	..	29	..	29	..	29	..
1043..	4	6	11	..	11	..	7	..	5	..	..	..	..	..	12	..	12	..	12	..	12	..	12	..
1044..	4	..	4	..	4	..	4	..	4	..	..	..	..	..	7	..	5	..	5	..	5	..	5	..
1045..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1048..	7	..	11	..	..	..	8	..	..	..	..	..	..	..	19	..	19	..	19	..	19	..	19	..
1049..	19	..	19	..	10	..	10	..	10	..	..	..	..	..	10	..	10	..	10	..	10	..	10	..
1053..	112	..	112	..	112	..	112	..	112	..	..	..	..	..	112	..	111	1	108	3	109	..	109	..
1054..	..	..	..	..	9	..	9	..	9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1055..	34	..	35	..	35	..	35	..	34	35	..	35	..	30	35	..	31	..

QUESTION No. 24

QUESTION No. 24 Continued				QUESTION No. 25				QUESTION No. 26				Question No. 27		Question No. 28		QUESTION No. 29							
No. 6		No. 7		No. 1		No. 2		No. 3		No. 1		No. 2		No. 3		No. 1		No. 2		No. 3		No. 4	
For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
982..	7	7	..	7	..	7	..	7	..	7	..	7	..	7	..	1	3	1	3	1	3	1	3
985..	8	13	..	7	8	10	13	11	..	11	..	11	..	10	13	10	..	10	..	5	..	10	..
987..	13	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..
989..	1	9	1	11	8	11	..	11	..	12	..	12	..	8	..	8	..	6	..	8	..	1	..
993..	40	39	..	49	..	49	1	49	1	49	1	43	..	44	..	44	..	44	..	44	..	44	..
998..	..	8	..	8	..	8	..	8	..	8	..	8	..	10	..	9	..	10	..	10	..	9	..
999..	9	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
1001..	12	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
1005..	5	5	..	5	..	5	..	5	..	5	..	5	..	5	..	5	..	5	..	5	..	5	..
1010..	19	16	1	20	..	20	..	20	..	20	..	17	..	20	..	15	1	15	..	2	4	1	1
1014..	20	20	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..
1015..	..	11	11	11	..	11	..	11	..	11	..	14	..	14	..	12	2	10	4	11	3	1	13
1016..	15	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	15
1018..	13	..	15
1021..	21	..	20	..	10	..	10	..	17	..	15	..	17	1	18	..	20	..
1024..	10	10	..	10	..	10	..	11	..	11	..	11	..	11	..	11	..	7	7
1027..	30	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..
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1033..	14	15	15	13	1	13	1	13	1	13	1	16	6	16	3	13	..	13	..	13	..	13	..
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1055..	32	34	..	34	..	35	..	34	..	35	..	35	..	35	..	35	..	35	..	35	..	34	..

Local Union No.	Question No. 29 Continued		Question No. 30		Question No. 31		Question No. 32		Question No. 33		Question No. 34		Question No. 35		Question No. 36		Question No. 37		Question No. 38		Question No. 39		Question No. 40		Question No. 41	
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985.	7	..	13	..	13	..	13	..	13	1	10	1	10	13	5	1	11	12	..	8	..	9
987.	13	10	9	..	8	..	8	..	8	..	7	..	9	13	16	1	13	13	..	13	..	13
989.	..	10	9	..	10	..	10	..	10	..	1	..	9	44	..	7	..	8	..	7	..	10	
993.	48	10	44	..	39	..	48	..	43	..	83	..	46	46	..	11	37	2	..	44	..	42	..	
998.	..	10	10	..	10	..	10	..	9	1	10	10	10	10	10	10	10	..	*	..	2	..	10	
999.	9	..	9	..	9	..	9	..	9	..	9	..	9	9	9	..	9	9	..	9	..	
1001.	12	..	12	..	12	..	12	..	12	..	12	..	12	12	12	..	12	12	..	12	..	
1005.	..	1	7	..	1	..	4	7	3	..	3	12	17	..	4	3	..	3	..	
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1016.	..	15	15	..	15	..	15	..	15	..	15	..	15	15	15	..	15	15	..	15	..	
1018.	..	11	11	..	15	..	15	..	15	..	15	..	6	..	11	11	15	8	12	..	8	..	
1021.	20	..	14	..	15	..	21	..	16	..	20	..	20	..	20	21	21	..	21	17	..	19	..	
1024.	10	9	9	..	9	..	8	..	10	..	20	..	10	..	10	10	10	..	10	10	..	10	..	
1027.	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	30	30	..	30	30	..	30	..	
1028.	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	16	16	..	16	16	..	16	..	
1033.	13	..	12	..	12	..	15	..	15	..	14	..	15	..	15	15	15	..	15	15	..	15	..	
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1040.	11	..	11	..	11	..	12	..	12	..	11	..	3	..	12	11	11	1	12	11	..	9	..	
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1043.	12	..	12	..	12	..	12	..	11	..	12	..	12	..	12	12	12	8	10	12	..	12	..	
1044.	7	..	7	..	6	..	7	..	9	10	9	..	9	..	8	8	7	7	..	6	..	
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1049.	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	10	10	..	10	10	..	10	..	
1053.	110	..	110	..	110	..	110	..	108	..	108	..	107	..	107	107	107	..	107	107	..	105	..	
1054.	9	..	9	..	35	..	34	..	31	..	30	9	9	..	9	..	
1055.	32	..	35	..	35	..	35	..	34	..	31	..	30	..	30	28	28	..	30	33	..	30	..	

Local Union No.	Question No. 42		Question No. 43		Question No. 44		Question No. 45		Question No. 46		Question No. 47		Question No. 48		Question No. 49		Question No. 50		Question No. 51		Question No. 52	
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985	9	..	11	..	10	..	9	..	11	..	7	1	11	..	11	..	9	..	11	9
987	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	13
989	11	6	6	3	12	..	13	..	13	..	11	..	12	..	11	..	12	10
993	35	..	4	27	33	..	35	..	41	..	..	35	41	..	37	..	37	..	26	..	..	23
998	..	6	..	6	5	1	6	..	..	6	..	..	..	6	..	..	..	6	..	5	..	6
999	..	..	..	..	9	..	9	..	9	..	9	..	..	..	9	..	9	..	9	..	..	9
1001	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	..	12
1005	5	..	2	..	..	..	3	1	4	..	4	..	3	..	3	..	4	..	..	..	..	4
1010	20	..	15	..	19	..	18	..	16	..	20	..	15	..	13	..	15	..	..	..	..	14
1014	23	..	23	..	23	..	23	..	19	4	23	..	23	..	23	..	23	..	..	..	..	23
1015	14	..	14	..	14	..	14	..	1	13	..	14	14	..	14	..	14	..	3	..	..	14
1016	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	..	..	..	15
1018	10	..	2	9	12	..	..	..	12	..	12	..	15	..	..	..	..	..	..	..	..	..
1021	20	..	21	..	21	..	21	..	21	..	21	..	21	..	17	..	21	..	..	..	..	21
1024	10	..	10	..	10	..	10	..	9	..	9	..	9	..	9	..	9	..	..	..	..	9
1027	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	..	..	..	30
1028	16	..	16	..	15	1	16	..	16	..	16	..	16	..	16	..	16	..	..	..	..	16
1033	15	..	12	..	13	..	15	..	15	..	13	..	13	..	14	..	13	..	..	..	..	12
1035	..	..	10	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1040	13	..	13	..	2	9	13	..	12	..	13	..	13	..	11	..	10	..	..	..	..	11
1041	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	..	..	..	7
1042	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	..	..	..	29
1043	12	..	12	..	12	..	12	..	10	..	10	..	5	..	12	..	12	..	..	..	..	8
1044	7	..	7	..	7	..	7	..	4	..	8	..	4	..	4	..	8	8
1045	4	4	..	7	..	6
1048	10	..	8	3	5	6	11	..	11	..	11	..	11	..	12	..	12	12
1049	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	10
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1055	30	..	34	..	31	..	32	..	32	..	35	..	34	..	35	..	31	31

Local Union No.	Question No. 53		Question No. 54		Question No. 55		Question No. 56		Question No. 57		Question No. 58		Question No. 59		Question No. 60		Question No. 61		Question No. 62	
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985	4	5	11	..	11	..	11	..	11	..	12	..	9	..	11	..	9	1	10	..
987	13	7	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..
989	3	3	8	3	8	..	36	..	41	..	38	..	32	..	32	..	32	..	34	..
993	27	..	40	..	29	..	6	..	6	..	6	..	6	..	6	..	6	..	6	..
998	..	5	6	..	..	6	..	6	..	..	6	..	..	6	..	..	..	..	..	..
999	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
1001	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
1005	3	..	1	..	..	..	4	..	2	..	4	..	1	..	4	..	4	..	4	..
1010	2	13	12	13	..	11	1	11	..	11	13	..	12	..	12	18	10	7	10	..
1014	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	18	..	18	..
1015	1	13	14	13	14	..	14	..	12	2	14	..	14	..	12	2	14	..	14	..
1016	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
1018	..	..	10	..	..	..	..	..	12	..	12	..	11	..	3	..	14	..	14	..
1021	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..
1024	8	..	11	..	11	..	12	..	7	1	11	..	10	..	10	..	11	..	11	..
1027	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..
1028	16	..	16	..	16	..	16	..	16	..	16	..	16	..	15	1	16	..	15	..
1033	12	..	13	..	13	..	12	..	14	..	14	..	13	..	14	..	15	..	15	..
1035	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1040	12	..	12	..	12	..	12	..	12	..	11	..	11	..	10	..	12	..	11	..
1041	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..
1042	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..
1043	12	..	12	..	9	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
1044	..	..	10	..	10	..	..	..	9	..	8	..	8	..	10	..	10	..	8	..
1045	..	..	..	..	9	..	6	..	9	..	9	..	..	..	..	..	..	..	..	..
1048	8	4	12	..	12	..	8	4	12	..	12	..	12	..	12	..	12	..	12	..
1049	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
1053	103	..	103	..	103	..	103	..	103	..	103	..	103	..	102	..	103	..	10	..
1054	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1055	30	..	32	..	34	..	30	..	35	..	35	..	35	..	35	..	35	..	35	..

[illegible]

QUESTION No. 6

QUESTION NO. 6																								
Local Union No.	Question No. 1		Question No. 2		Question No. 3		Question No. 4		Section No. 1		Section No. 2		Section No. 3		Section No. 4		Section No. 5		Section No. 6		Section No. 7			
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against		
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1058..	16	..	16	16	..	16	16	3	..	16	5	4	..	11		
1059..	12	..	11	..	12	5	4	6	2	4	4	4	3	38	..	11		
1062..	121	..	124	..	19	31	22	31	22	2	40	40	25	25	25	38	25	38	25	38	..	11		
1067..	13	15	..	15	..	15	15	15	15	15	15	38	15	..	15	..	15			
1072..	7	8	12	3	8	6	4	10	4	4	9	8	6	6	9	5	8			
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1076..	9	9	9	9	..	9	9	9	9			
1077..	7	1	8	..	9	9	49			
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1080..	10	4	1	13	..	14	..	14	14	4	10	10	..	14	1	..	14	..	14			
1081..	11	..	11	..	1	..	9	5	9	44	44	9	..	9	..	44	..	44			
1083..	44	..	44	..	44	31	44	14	14	44	14	..	14			
1086..	24	..	24	..	14	14	14	14	14	14	14	..	14			
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1090..	11	..	11	..	11	11	11	..	9	9	11	..	11	11	11	..	11	..	11	..	11			
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1112..	17	18	..	18	14	10	..	10	10	11	13	..	15	..	12	12			
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1122..	43	1	40	1	41	43	43	..	43	..	43	43	43	..	43	..	43	..	43			
1125..	46	..	53	..	45	..	6	34	47	47	47	47	..	47	..	47	..	47			
1127..	21	..	21	..	21	..	21	..	21	..	21	..	21	21	21	..	20	..	20	..	20			

Question No. 7		QUESTION No. 8																Question No. 9				
		Article I								Article II												
		Section No. 1		Section No. 2		Section No. 3		Section No. 4		Section No. 5		Section No. 6		Section No. 1		Section No. 2				Section No. 3		Section No. 4
Local Union No.	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
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1058..	12	11	4	12	..	11	47	1	..	2	47	..	2	3	47	9	5	4	..	9	11	11
1059..	25	83	117	47	15	47	15	15	..	47	15	..	47	15	15	47	47	4	..	47	29	19
1062..	7	8	7	13	1	1	7	15	..	14	7	15	..	15	9	8	7	15	..	15	15	15
1067..	6	8	7	36	36	36	36	36	..	36	36	..	36	5	36	36	7	36	..	12	13	1
1073..	36	49	49	49	49	49	49	49	..	49	49	..	49	..	49	49	49	36	..	36	36	36
1075..	49	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	49	..	49	49	49
1076..	9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	..	9	9	9
1077..	6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1078..	13	1	13	13	14	13	14	14	..	13	14	14	..	13	14	13	18	13	..	13	13	13
1080..	13	1	14	14	14	14	14	14	..	14	14	14	..	14	14	2	12	12	2	2	14	14
1081..	9	1	9	9	1	9	9	9	..	9	9	8	..	9	9	9	7	9	9	7	9	7
1083..	44	44	44	44	44	44	44	44	..	44	44	8	..	44	44	44	44	44	44	44	44	44
1086..	14	14	14	14	14	14	14	14	..	14	14	..	14	14	14	14	14	14	14	14	14	14
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1096..	23	14	14	14	8	14	12	12	..	16	9	3	9	9	24	24	27	27	27	27	29	29
1100..	18	18	18	18	18	18	18	18	..	18	18	..	18	18	18	18	18	18	18	18	18	18
1105..	12	7	3	8	2	5	..	8	..	7	6	7	6	6	15	15	..	17	1	17	18	18
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1110..	35	35	35	35	35	35	35	35	..	35	35	..	35	32	26	26	26	26	26	26	30	30
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1112..	11	11	11	11	11	11	11	11	..	3	6	1	6	6	3	1	4	16	16	8	8	8
1116..	8	1	8	5	8	7	6	6	..	7	7	..	8	8	6	5	..	8	..	8	9	9
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1122..	45	41	41	41	41	41	41	41	..	25	25	..	41	41	41	15	..	33	33	48	46	46
1125..	20	20	20	20	20	20	20	20	..	20	20	..	20	20	20	20	..	20	..	20	20	20
1127..	20	20	20	20	20	20	20	20	..	20	20	..	20	20	20	20	..	20	..	20	20	20

QUESTION No. 15

Question
No. 16

Question
No. 10

Question
No. 11

Question
No. 12

Question
No. 13

Question
No. 14

Local Union No.	No. 1		No. 2		No. 3		No. 4		No. 5		No. 6		No. 7		Against
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	
056.	8	2	10	1	10	1	10	1	10	1	10	1	7	4	11
058.	9	..	10	1	..	16	..	16	..	16	..	16	..	16	16
059.	8	..	..	..	..	3	..	5	..	7	..	7	..	5	7
062.	45	10	93	23	93	63	..	63	..	73	..	123	23	83	23
067.	..	15	15	15	..	15	..	15	..	15	..	15	..	15	15
072.	8	6	10	13	10	1	10	1	10	1	10	1	10	1	..
073.	..	..	..	36	..	36	..	36	..	36	..	36	..	11	36
075.	49	..	49	49	..	51	..	48	..	47	..	49	..	51	50
076.	..	9	..	..	9	..	..	..	9	..	..	9	..	9	9
077.	7	..	9	7	1	9	..	9	..	9	..	9	..	9	3
078.	13	..	13	18	..	18	..	18	..	18	..	18	..	18	13
080.	14	..	11	3	9	5	..	14	..	14	..	14	..	14	14
081.	9	8	9	9	1	17	..	17	..	17	..	17	..	17	9
083.	44	..	44	44	..	44	..	44	..	44	..	44	..	44	..
086.	24	..	24	24	..	24	..	24	..	24	..	24	..	24	14
089.	16	1	14	5	..	16	..	16	..	13	..	14	..	12	21
090.	11	..	10	9	..	8	..	8	..	8	..	8	..	8	9
091.	6	..	8	9	..	9	..	9	..	9	..	9	..	9	9
094.	93	..	95	95	..	95	..	95	..	95	..	95	..	95	85
096.	29	..	29	7	10	7	10	7	10	7	10	7	10	17	17
100.	18	..	18	18	..	18	..	18	..	18	..	18	..	18	18
105.	14	..	10	12	..	35	..	35	..	35	..	35	..	35	14
108.	151	..	151	151	..	151	..	151	..	151	..	151	..	151	7
110.	30	..	22	24	..	2	30	32	..	30	..	30	..	30	33
111.	..	3	21	1	4	3	..	24	..	24	..	24	..	24	35
112.	10	..	2	4	6	9	..	7	..	3	1	3	2	2	1
116.	7	9	7	9	9	9	12	9	10	9	11	9	8	11	3
120.	..	..	..	..	..	10	..	10	..	10	..	10	..	10	..
122.	43	..	43	..	..	43	..	43	..	43	..	43	..	43	..
125.	46	..	46	..	25	22	60	60	3	51	29	60	43	60	43
127.	..	..	20	..	19	..	..	29	..	29	..	29	..	29	20

QUESTION No. 24																									
Question No. 17		Question No. 18		Question No. 19		Question No. 20		Question No. 21		Question No. 22		Question No. 23		No. 1		No. 2		No. 3		No. 4		No. 5			
For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against		
11	..	11	..	6	5	10	2	10	1	7	1	12	..	12	1	..	14	..	..	5	..	..	7	..
16	..	16	..	6	6	16	..	15	1	15	1	15	..	16	..	..	12	..	..	2	..	6	..	
12	..	10	..	21	..	8	..	6	..	9	..	6	..	3	..	..	21	..	..	2	..	21	..	
23	..	23	..	..	..	21	..	21	..	21	..	21	..	21	..	..	15	..	..	21	..	15	..	
15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	..	12	..	..	7	..	4	..	
8	6	12	2	12	2	13	1	10	4	..	14	9	5	10	4	..	12	3	..	8	..	11	..		
36	..	36	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
49	..	49	..	49	..	47	..	48	..	48	..	48	..	48	..	..	36	..	..	36	..	36	..	
9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	..	9	..	..	9	..	9	..	
..		
13	..	13	..	12	..	13	..	13	..	13	..	13	..	13	..	..	13	..	..	13	..	13	..	
14	..	14	..	9	5	14	..	14	..	14	..	14	..	14	..	..	14	..	..	14	..	14	..	
9	..	9	..	6	3	9	..	9	..	9	..	9	..	9	..	..	9	..	..	9	..	9	..	
44	..	44	..	14	..	14	..	14	..	14	..	14	..	14	..	..	14	..	..	14	..	14	..	
14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	..	14	..	..	14	..	14	..	
27	1	25	2	26	1	25	..	28	..	20	..	30	..	20	..	..	21	..	23	..	22	1	20	..
8	..	8	..	..	..	..	..	..	..	..	..	8	..	..	..	..	8	..	8	..	8	..	8	..
9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	..	9	..	9	..	9	..	9	..
9	..	9	..	..	..	..	..	..	..	..	..	9	..	..	..	..	9	..	..	..	..	..	..
75	..	76	..	26	..	27	..	27	..	27	..	27	..	27	..	..	27	..	27	..	27	..	27	..
17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	..	17	..	17	..	17	..	17	..
18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	..	18	..	18	..	18	..	18	..
10	..	16	..	7	..	8	..	15	..	4	..	7	..	11	..	..	15	..	..	..	..	..	..	..
51	..	51	..	51	..	51	..	51	..	51	..	51	..	51	..	..	51	..	51	..	51	..	51	..
33	..	35	..	35	1	40	..	39	..	40	..	35	..	43	..	..	43	..	43	..	32	..	47	..
23	..	23	..	30	..	11	..	17	..	7	..	18	..	16	2	..	16	..	16	..	16	..	16	..	
5	1	3	..	..	6	2	..	4	..	7	..	6	..	3	..	..	6	..	9	..	7	..	3	..
7	..	8	..	3	4	7	..	7	..	4	..	6	..	..	..	..	..	..	..	..	..	..	..	..
..	
43	..	43	..	43	..	43	..	43	..	43	..	43	..	43	..	..	43	..	43	..	43	..	43	..
12	13	12	13	14	17	12	13	12	13	25	..	25	..	25	..	..	34	..	..	43	..	34	..	..
20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	..	20	..	20	..	20	..	20	..

QUESTION No. 24 Continued				QUESTION No. 26				Question No. 25		Question No. 27				Question No. 28		QUESTION No. 29			
No. 6		No. 7		No. 1		No. 2		No. 3		No. 1		No. 2		No. 3		No. 1		No. 2	
For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1056..	15	2	8	10	6	1	1	9	1	5	5	11	1	9	2	9	1	9	..
1058..	15	8	1	10	6	16	..	16	..	16	..	16	..	16	..	16	..	16	..
1059..	3	12	5	7	..	10	..	7	..	7	..	9	..	5	..	7	..	5	..
1062..	21	15	1	18	..	3	14	18	..	18	..	18	..	14	2	18	..	18	..
1067..	15	..	15	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
1072..	11	2	13	11	4	3	5	2	6	7	1	..	8	..	8	..	..	8	..
1073..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1075..	36	35	..	34	..	34	..	34	..	34	..	34	..	49	..	49	..	..	..
1076..	..	9	9	9	..	9	..	9	..	9	..	9	..	9	..	9	..	39	9
1077..	13	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	..	..
1080..	..	..	14	1	13	14	..	14	..	14	..	14	..	13	..	13	..	13	..
1081..	9	9	14	9	..	14	..	14	..	14	..	14	..	4	10	4	10	4	10
1083..	14	14	..	14	..	14	..	14	..	14	..	14	..	9	..	9	..	9	..
1086..	14	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..
1089..	19	23	1	18	1	21	..	28	1	32	1	27	3	27	1	23	..	14	..
1090..	8	8	..	..	..	..	..	8	..	..	..	..	..	..	..	..	..	17	1
1091..	9	9	9	9	..	9	..	9	..	9	..	9	..	9	..	9	..	..	..
1094..	27	27	9	27	..	29	..	29	..	29	..	30	..	30	..	30	..	30	..
1096..	17	17	17	17	..	17	..	17	..	17	..	17	..	17	..	17	..	5	17
1100..	18	18	18	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..
1105..	..	15	..	9	..	7	..	7	..	12	..	9	..	..	..	..	..	..	..
1108..	51	51	..	51	..	51	..	51	..	51	..	51	..	51	..	51	..	51	..
1110..	47	47	..	47	..	47	..	47	..	48	..	48	..	48	..	48	..	48	..
1111..	16	16	2	21	1	20	..	20	..	23	..	30	..	24	1	..	..	..	..
1112..	2	..	6	3	..	6	..	6	..	3	..	..	3	2	..	..	..	2	4
1116..	..	8	..	1	7	..	..	..	7	5	..	2	1	..	..	..	..	..	..
1120..	..	..	..	43	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1122..	43	43	..	43	..	43	..	43	..	43	..	43	..	43	..	43	..	43	..
1125..	..	..	34	88	..	46	..	46	..	46	..	46	..	10	5	10	..	..	..
1127..	20	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..

Local Union No.	Question No. 29 Con- tinued		Question No. 30		Question No. 31		Question No. 32		Question No. 33		Question No. 34		Question No. 35		Question No. 36		Question No. 37		Question No. 38		Question No. 39		Question No. 40		Question No. 41	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1056.	11	..	12	..	7	1	11	..	1	7	2	7	9	..	11	..	3	9	6	3	12	..	12	..	13	..
1058.	16	..	6	..	16	..	16	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
1059.	5	2	7	2	4	..	10	..	4	2	9	1	9	..	3	..	..	..	6	..	10	..	4	..	9	..
1062.	18	..	18	..	18	..	18	..	14	3	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..
1067.	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
1072.	..	8	8	..	..	8	..	8	..	7	1	5	3	..	6	2	7	1	8	..	8	..	4	4	8	..
1073.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	36	..	36	18	18	..	17	..	..	..	36	..
1075.	39	..	38	..	38	..	38	..	38	..	49	..	49	..	48	..	48	..	49	..	48	..	48	..	48	..
1076.	..	9	9	..	9	..	9	..	9	..	9	9	9	..	9	..	..	..	9	9	9	..	9	..	9	..
1077.	..	..	..	..	..	..	..	..	4	4	6	..	..	..	6	..	6	1	6	..	9	..	..	..	9	..
1078.	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..
1080.	4	10	14	..	14	..	14	..	14	..	14	..	14	..	14	..	2	12	14	..	10	4	14	..	14	..
1081.	9	..	9	..	9	..	9	..	9	..	5	..	9	..	9	..	5	4	9	..	9	..	8	1	9	..
1083.	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..
1086.	14	..	14	..	14	..	14	..	9	2	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..
1089.	15	1	20	..	19	1	22	..	16	5	23	..	23	..	23	1	25	2	24	..	29	..	20	..	26	..
1090.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	..	..	..	..	..	..
1091.	9	..	9	..	9	..	9	..	9	..	6	..	9	..	9	..	9	..	8	..	9	..	9	..	9	..
1094.	30	..	30	..	30	..	30	..	5	16	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..
1096.	5	17	5	17	17	..	17	..	19	30	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..
1100.	..	..	..	..	..	..	..	..	18	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1105.	9	..	9	..	5	..	4	..	9	1	10	..	10	..	11	..	10	1	12	..	12	..	11	..	12	..
1108.	51	..	51	..	51	..	51	..	51	..	51	..	47	4	51	..	51	..	51	..	51	..	51	..	51	..
1110.	48	..	48	..	49	..	49	..	49	..	49	..	48	1	49	..	49	..	49	..	49	..	44	..	45	..
1111.	..	..	14	..	9	1	21	..	26	1	..	28	30	..	29	..	23	2	25	..	30	..	30	..	26	..
1112.	4	..	3	..	6	..	4	..	6	..	..	14	13	..	14	..	13	..	11	..	17	..	17	..	18	..
1116.	6	..	6	..	5	..	5	..	7	2	3	..	6	..	7	..	6	..	5	..	..	1	3	..	6	..
1120.	..	..	..	..	..	..	..	..	7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1122.	43	..	43	..	43	..	43	..	43	..	43	..	43	..	43	..	43	..	43	..	43	..	43	..	43	..
1125.	..	46	..	43	..	45	..	..	..	49	20	49	28	..	28	..	33	4	49	..	56	..	54	..	49	..
1127.	20	..	20	..	20	..	20	..	..	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..

Local Union No.	Question No. 42		Question No. 43		Question No. 44		Question No. 45		Question No. 46		Question No. 47		Question No. 48		Question No. 49		Question No. 50		Question No. 51		Question No. 52	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1056	13	..	11	..	8	..	13	..	3	4	12	1	13	..	7	..	9	2	4	7	8	..
1058	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
1059	7	..	11	1	7	..	2	..	10	..	10	..	7	..	5	..	8	..	6	..	6	..
1062	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	18	..	18	..	16	..
1067	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
1072	8	..	7	1	8	..	8	..	8	..	8	..	7	1	8	..	8	..	6	2	8	..
1073	36	..	36	..	36	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1075	48	..	49	..	46	..	43	..	42	..	42	..	44	..	43	..	41	..	40	..	39	..
1076	9	..	..	9	..	..	9	..	9	..	..	9	..	9	..	..	9	..	..	9	..	
1077	..	..	..	..	7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1078	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..
1080	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	1	13
1081	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
1083	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..
1086	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..
1089	28	..	24	1	23	..	22	1	27	..	28	..	24	..	24	..	18	..	18	..	19	..
1090	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1091	9	..	..	9	..	..	9	..	..	..	..	..	..	..	..	..	9	..	9	..	9	..
1094	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..
1096	30	..	29	..	..	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..
1100	18	..	..	..	..	..	18	..	..	..	..	..	..	..	18	..	18	..	18	..	18	..
1105	9	..	11	..	10	..	4	..	12	..	..	9	..	..	5	..	8	..	8	..	7	..
1108	51	..	51	..	51	..	51	..	51	..	51	..	51	..	51	..	51	..	51	..	51	..
1110	45	..	44	..	44	..	44	..	44	..	44	..	44	..	44	..	42	..	42	..	42	..
1111	17	..	20	..	22	..	3	..	17	..	23	..	12	..	13	..	21	..	22	..	23	..
1112	18	..	20	..	14	1	16	..	6	4	15	..	16	..	9	..	..	17	..	19	..	
1116	3	..	..	1	9	..	5	..	..	6	7	..	6	..	..	5	6	..	6	..	3	..
1120	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1122	23	..	16	14	..	..	43	..	43	..	43	..	43	..	43	..	43	..	43	..	43	..
1125	50	..	48	..	..	..	46	..	36	..	42	..	46	..	34	..	33	..	27	..	26	..
1127	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..

Local Union No.	Question No. 53		Question No. 54		Question No. 55		Question No. 56		Question No. 57		Question No. 58		Question No. 59		Question No. 60		Question No. 61		Question No. 62		
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	
1056	3	5	10	..	3	5	5	..	11	1	10	..	9	1	4	4	9	..	5	4	
1058	15	..	15	..	15	15	15	..	15	..	15	..	15	..	15	..	15	..	15	..	
1059	3	1	6	2	3	5	5	..	10	2	6	..	5	..	3	..	2	7	3	..	
1062	16	..	16	..	16	16	16	..	16	..	16	..	16	..	16	..	16	..	16	..	
1067	15	..	15	..	15	15	15	..	15	..	15	..	15	..	15	..	15	..	15	..	
1072	8	..	8	..	7	1	8	..	8	..	8	..	8	..	8	..	8	..	7	1	
1073	..	..	36	..	..	..	..	..	36	..	36	..	..	..	36	..	5	30	36	..
1075	38	..	36	..	34	..	32	..	31	..	31	..	31	..	31	..	31	..	30	..	
1076	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
1077	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1078	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	
1080	14	..	14	..	14	..	14	..	17	3	14	..	2	12	4	10	3	11	14	..	
1081	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	
1083	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	
1086	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	
1089	17	..	21	..	18	..	19	..	17	1	16	..	15	..	16	..	17	..	16	..	
1090	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1091	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	
1094	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	
1096	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	
1100	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	..	..
1105	2	3	6	..	9	..	6	..	5	..	7	..	6	..	5	..	7	..	8	..	
1108	51	..	51	..	51	..	51	..	51	..	51	..	51	..	51	..	51	..	51	..	
1110	42	..	42	..	44	..	44	..	44	..	44	..	44	..	44	..	54	..	44	..	
1111	17	..	23	..	21	..	27	..	25	..	24	..	25	..	14	..	29	..	24	..	
1112	..	18	21	..	4	10	15	..	18	2	17	1	18	1	15	4	18	1	1	19	
1116	4	..	5	2	3	..	4	..	5	1	4	2	4	..	..	5	7	..	1	..
1120	..	..	..	..	..	..	..	..	8	..	..	..	..	..	..	..	..	..	..	..
1122	43	..	43	..	43	..	43	..	43	..	43	..	43	..	43	..	43	..	43	..	
1125	28	..	27	..	36	..	33	..	42	..	..	49	46	40	47	..	40	..	33	..
1127	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	

Local Union No.	QUESTION No. 63				Question No. 64		QUESTION No. 65		QUESTION No. 66				Question No. 67		Question No. 68		Question No. 69		Question No. 70	
	No. 1		No. 2		For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against		
	For	Against	For	Against																
056	10	1	10	1	9	1	9	1	9	1	6	4	10	10	4	1	9	2		
058	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	1	15	..		
059	7	..	7	..	4	..	6	..	8	..	7	..	5	..	3	1	4	..		
062	16	..	16	..	16	..	14	..	14	..	14	..	14	..	14	..	14	..		
067	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..		
072	8	..	8	..	7	..	6	..	5	..	7	..	8	..	8	..	8	..		
073	36	..	36	..	..	..	..	..	..	..	36	..	36	..	36	..	36	..
075	30	..	29	..	29	..	27	..	27	..	26	..	26	..	26	..	26	..		
076	..	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
077	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
078	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..		
080	..	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..
081	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..		
083	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..		
086	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..		
089	14	8	16	..	15	..	13	..	14	..	14	..	14	..	12	..	15	..		
090	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
091	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..		
094	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..		
096	27	..	26	..	25	..	25	..	25	..	18	..	25	..	25	..	3	..		
100	18	..	18	..	18	..	..	..	..	..	18	..	..	..	..	..	..	..
105	..	..	8	..	6	..	..	..	..	..	4	..	..	..	..	..	..	..
108	..	51	51	..	51	..	51	..	51	..	51	..	51	..	51	..	7	..		
110	44	..	44	..	44	..	44	..	44	..	44	..	44	..	39	..	39	..		
111	21	..	..	..	14	..	21	..	21	..	29	..	33	..	18	..	29	..
112	..	21	..	..	21	..	18	..	21	..	21	..	20	..	20	..	21	..
116	5	..	5	..	6	..	6	..	6	..	4	..	3	..	4	..	10	..		
120	..	..	..	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
122	43	..	43	..	43	..	43	..	43	..	43	..	43	..	43	..	43	..		
125	27	..	47	..	37	..	29	..	26	..	23	..	23	..	36	..	34	..		
127	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..		

QUESTION No. 5

Local Union No.	Question No. 1		Question No. 2		Question No. 3		Question No. 4		Question No. 5		Section No. 1		Section No. 2		Section No. 3		Section No. 4		Section No. 5		Section No. 6		Section No. 7	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1128..	8	20	20	35	27	5	..	70	1	69	70	..	2	70	..	5	70	..	8	70	..	8	70	..
1130..	8	8	..	6	..	16	..	16	..	6	16	..	2	16	..	2	16	..	..	16	..	8	16	..
1131..	16	..	..	16	..	16	..	16	..	16	16	..	..	16	..	..	16	..	..	16	..	..	16	..
1132..	28	..	..	28	..	18	..	18	..	1	18	..	..	18	..	..	18	..	..	18	..	..	18	..
1133..	12	..	..	10	..	2	..	7	..	12	12	..	..	12	..	..	12	..	..	12	..	..	12	..
1135..	19	..	..	19	..	9	..	9	..	..	9	..	9	9	..	9	9	..	10	9	..	10	9	..
1140..	47	..	..	47	..	27	..	27	..	17	27	..	..	27	..	..	27	..	..	27	..	..	27	..
1141..	17	..	..	17	..	17	..	17	..	39	17	..	..	17	..	..	17	..	..	17	..	..	17	..
1143..	39	..	..	33	..	39	..	39	..	..	39	..	..	39	..	..	39	..	..	39	..	..	39	..
1145..	44	..	..	44	..	44	..	44	..	4	44	..	..	44	..	..	44	..	..	44	..	..	44	..
1146..	19	..	..	17	..	19	..	19	..	13	19	..	..	19	..	..	19	..	..	19	..	..	19	..
1147..	13	..	..	13	..	10	..	13	..	13	10	..	3	10	..	5	8	..	5	8	..	7	8	..
1150..	20	..	..	20	..	..	..	..	..	18	20	..	..	18	..	..	18	..	..	18	..	..	18	..
1151..	16	..	..	14	..	..	..	1	..	2	13	..	..	13	..	..	13	..	..	13	..	..	13	..
1156..	19	..	..	19	..	19	..	19	..	19	19	..	..	19	..	..	19	..	..	19	..	..	19	..
1158..	23	..	..	23	..	15	..	1	..	13	15	..	..	15	..	..	15	..	..	15	..	..	15	..
1160..	10	..	..	10	..	10	..	10	..	10	10	..	..	10	..	..	10	..	..	10	..	..	10	..
1162..	28	..	..	28	..	..	..	8	..	..	18	..	..	18	..	..	18	..	..	18	..	..	18	..
1163..	..	..	..	11	..	11	..	..	..	11	11	..	1	10	..	1	11	..	9	11	..	..	11	..
1164..	22	..	..	22	..	22	..	22	..	22	22	..	..	22	..	..	22	..	..	22	..	..	22	..
1166..	21	..	..	21	..	..	..	21	..	23	19	..	..	19	..	..	19	..	..	19	..	..	19	..
1168..	39	..	..	39	..	..	..	19	..	9	19	..	..	19	..	..	19	..	..	19	..	..	19	..
1171..	8	..	..	10	..	9	..	10	..	10	9	..	..	10	..	..	10	..	..	10	..	..	10	..
1172..	31	..	..	20	..	35	..	35	..	15	25	..	2	25	..	2	10	..	3	16	..	3	17	..
1177..	11	..	..	11	..	11	..	11	..	11	11	..	6	11	..	5	6	..	5	11	..	11	11	..
1179..	15	..	..	15	..	15	..	15	..	15	15	..	15	15	..	15	15	..	6	15	..	15	15	..
1181..	25	..	..	25	..	8	..	8	..	10	15	..	9	15	..	8	15	..	7	15	..	15	15	..
1183..	4	..	..	4	..	..	..	17	..	8	4	..	4	8	..	..	14	..	..	8	..	8	14	..
1184..	14	..	..	14	..	14	..	14	..	14	14	..	14	14	..	14	14	..	..	14	..	14	14	..
1185..	1	..	..	1	..	10	..	10	..	7	10	..	10	10	..	10	10	..	10	10	..	10	10	..
1186..	57	1	70	19	70	19	..	24	23	10	75	1	2	77	..	2	71	..	..	76	..	..	21	10

QUESTION No. 8

[illegible]

Question No. 10		Question No. 11		Question No. 12		Question No. 13		Question No. 14		QUESTION No. 15														Question No. 16	
										No. 1		No. 2		No. 3		No. 4		No. 5		No. 6		No. 7			
For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1128.	40	64	42	38	37	39	1	34	60	28	6	42	8	36	8	16	22	38	17	38	8	16	22	36	16
1130.	16	16	16	16	16	16	8	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16
1131.	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18
1132.	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22
1133.	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19
1135.	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
1140.	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17
1141.	38	38	38	37	37	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38
1143.	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44
1145.	15	29	14	12	10	19	8	19	8	19	8	19	8	19	8	19	8	19	8	19	8	19	8	19	8
1146.	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13
1147.	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13
1150.	13	17	19	19	19	19	21	30	17	2	17	1	20	18	20	20	20	20	20	20	20	20	20	20	20
1151.	10	19	19	19	19	30	21	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	
1156.	7	16	17	14	2	18	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	
1158.	10	10	10	10	10	10	20	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	
1160.	10	10	10	10	10	20	8	20	8	20	8	20	8	20	8	20	8	20	8	20	8	20	8	20	
1162.	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	
1163.	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	
1164.	22	22	22	22	22	23	1	24	6	19	6	10	9	4	16	9	10	9	4	14	7	17	19	19	
1166.	19	19	19	19	19	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	
1168.	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	
1171.	13	14	14	14	14	14	13	14	13	15	12	15	13	12	15	13	12	15	13	12	15	13	12	15	
1172.	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	
1177.	10	10	10	10	10	10	10	10	10	10	9	10	9	10	9	10	9	10	10	10	10	10	10	10	
1179.	15	15	15	15	15	25	10	25	10	25	10	25	10	25	10	25	10	25	10	25	10	25	10	25	
1181.	6	8	8	8	8	7	1	7	1	7	1	7	1	7	1	7	1	7	1	7	1	7	1	7	
1183.	14	14	14	14	14	14	5	3	5	3	5	3	5	3	5	3	5	3	5	3	5	3	5	3	
1184.	10	10	10	10	10	10	6	3	6	3	6	3	6	3	6	3	6	3	6	3	6	3	6	3	
1185.	76	77	79	75	78	74	1	72	1	71	6	72	1	71	6	72	1	71	6	72	1	71	6	72	
1186.	76	77	79	75	78	74	1	72	1	71	6	72	1	71	6	72	1	71	6	72	1	71	6	72	

QUESTION No. 24

Local Union No.	Question No. 17		Question No. 18		Question No. 19		Question No. 20		Question No. 21		Question No. 22		Question No. 23		QUESTION No. 24				No. 5
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	
1128..	40	1	38	..	28	..	21	..	22	..	22	..	26	..	26	..	..	..	..
1130..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	..	..	..
1131..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	..	16	..	..	8
1132..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	..	..	18	..	16
1133..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	..	..	12	..	18
1135..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	..	..	9	..	12
1140..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	..	..	27	..	9
1141..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	..	..	17	..	27
1143..	38	..	38	..	38	..	38	..	38	..	38	..	38	..	..	..	38	..	17
1145..	44	..	44	..	44	..	44	..	44	..	44	..	44	..	..	..	44	..	35
1146..	17	1	8	..	8	..	8	..	8	..	8	..	20	..	..	..	20	..	37
1147..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	..	..	13	..	17
1150..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	14
1151..	9	..	16	..	18	..	12	..	13	..	13	..	13	..	..	..	12	..	20
1156..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	..	..	10	..	14
1158..	17	..	18	..	18	..	17	..	18	..	18	..	19	..	..	..	10	..	20
1160..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	..	..	13	..	..
1162..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2
1163..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	..	..	11	..	11
1164..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	..	..	22	..	..
1166..	18	..	20	..	19	..	18	..	18	..	18	..	17	..	..	..	18	..	22
1168..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	..	..	19	..	18
1171..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	..	..	10	..	19
1172..	12	..	15	..	17	..	12	..	10	..	7	3	13	..	..	..	10	..	10
1177..	6	5	6	5	17	..	12	..	10	..	6	..	11	..	..	..	8	..	8
1179..	10	..	10	..	..	..	..	..	11	..	11	..	11	..	..	..	11	..	11
1181..	15	..	15	..	15	..	15	..	11	..	11	..	10	..	..	..	10	..	10
1183..	8	..	8	..	8	..	8	..	15	..	15	..	15	..	..	..	13	..	13
1184..	14	..	14	..	14	..	14	..	8	..	8	..	8	..	..	..	8	..	8
1185..	..	10	..	10	..	..	..	..	14	..	14	..	14	..	..	..	14	..	14
1186..	13	..	14	..	13	..	13	..	3	..	15	..	14	..	..	..	15	..	10

Local Union No.	QUESTION No. 24 Continued				Question No. 25	QUESTION No. 26				Question No. 27		Question No. 28	QUESTION No. 29					
	No. 6		No. 7			No. 1	No. 2		No. 3	For	Against		No. 1	No. 2		No. 3	No. 4	
	For	Against	For	Against			For	Against						For	Against			
11128..	8	..	8	..	26	8	24	..	26	8	17	..	26	8	27	..	27	8
11130..	16	..	16	..	16	8	8	..	16	8	8	..	16	8	..	..	16	8
11131..	18	..	2	16	18	16	16	..	18	16	16	..	18	16	..	18	16	1
11132..	12	..	12	..	12	12	12	..	12	12	12	..	12	12	..	12	12	..
11133..	9	..	9	..	9	9	9	..	9	9	9	..	9	9	..	9	9	..
11135..	27	..	27	..	27	27	27	..	27	27	27	..	27	27	..	27	27	..
11140..	17	..	17	..	17	17	17	..	17	17	17	..	17	17	..	17	17	..
11141..	37	..	38	..	38	37	37	1	37	37	37	..	38	38	..	31	38	..
11143..	14	..	14	..	14	14	14	..	14	14	14	..	14	14	..	14	14	..
11145..	8	..	12	..	17	18	20	..	18	14	20	..	16	15	..	14	10	..
11146..	13	..	13	..	13	13	13	..	13	13	13	..	13	13	..	13	13	..
11147..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
11150..	10	8	5	7	11	11	9	..	6	11	6	4	..	4	10	..	5	..
11151..	10	..	10	..	10	10	10	..	10	10	10	..	10	10	..	10	10	..
11156..	13	..	13	..	18	22	22	..	22	..	17	..	16	11	..	11	11	..
11158..	10	..	10	..	10	10	10	..	10	10	10	..	10	10	..	10	10	..
11160..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
11162..	..	11	..	11	11	11	11	..	11	..	11	..	11	..	..	11	11	..
11163..	22	..	22	..	22	22	22	..	22	..	11	..	22	22	..	22	22	..
11164..	17	..	16	2	18	18	18	..	18	..	11	..	11	11	..	5	11	..
11166..	19	..	19	..	19	19	19	..	19	..	19	..	19	19	..	19	19	..
11168..	9	1	10	..	10	10	10	..	10	..	10	..	10	10	..	10	10	..
11171..	14	..	12	..	15	16	14	..	16	..	12	..	14	10	..	16	10	..
11172..	11	..	11	..	11	11	11	..	11	..	11	..	11	11	..	11	11	..
11177..	10	..	10	..	10	10	10	..	10	..	10	..	10	10	..	10	10	..
11179..	13	..	13	..	13	13	13	..	13	..	13	..	13	13	..	13	13	..
11181..	8	..	6	..	8	8	8	..	5	3	8	..	8	8	..	8	8	..
11183..	14	..	14	..	14	14	14	..	14	..	14	..	14	14	..	14	14	..
11184..	10	..	10	..	9	10	10	..	10	..	4	6	5	10	..	10	10	..
11185..	13	..	13	..	13	14	14	..	12	10	12	..	12	12	..	13	13	..
11186..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..

Local Union No.	Question No. 29 Con- tinued		Question No. 30		Question No. 31		Question No. 32		Question No. 33		Question No. 34		Question No. 35		Question No. 36		Question No. 37		Question No. 38		Question No. 39		Question No. 40		Question No. 41	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1128.	28	..	28	..	28	..	27	..	28	4	17	1	14	..	9	..	17	5	7	..	11	..	..	..	14	..
1130.	8	16	8	..	8	16	8	..	8	16	8	..	8	..	8	..	8	..	8	..	8	..	..	..	8	..
1131.	..	18	..	..	..	13	..	..	..	13	..	..	..	16	..	..	..	..	..	16	..	..	..	16	..	
1132.	12	12	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	..	..	12	..
1135.	9	9	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	..	..	9	..
1140.	27	27	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	..	..	27	..
1141.	17	17	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	..	..	17	..
1143.	..	8	..	..	38	..	37	..	36	..	1	35	38	..	38	..	38	..	36	..	37	..	..	..	37	..
1145.	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	..	..	14	..
1146.	8	..	..	..	19	..	19	..	19	..	18	..	19	..	16	..	13	..	16	..	19	..	..	..	17	..
1147.	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	20	..	13	..	..	..	13	..
1150.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	20	..
1151.	4	9	14	..	14	1	14	..	8	1	2	..	13	..	12	..	10	3	6	1	13	..	..	..	8	..
1156.	10	10	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	..	..	10	..
1158.	11	19	11	..	11	1	15	..	18	1	15	..	18	..	19	1	20	..	20	..	19	..	..	..	20	..
1160.	10	10	10	..	10	10	..	..	10	10	10	..	10	..	10	..	10	..	10	..	10	..	..	..	10	..
1162.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1163.	11	..	11	..	11	..	11	..	..	11	..	11	..	11	..	11	..	40	..	11	..	..	..	11	..	
1164.	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	..	..	22	..
1166.	11	11	11	..	11	2	11	..	9	2	11	..	11	..	10	..	10	..	10	..	18	..	..	..	10	..
1168.	19	..	19	..	19	..	19	..	..	19	19	..	19	..	19	..	19	..	..	19	..	..	..	19	..	
1171.	10	10	10	..	10	..	10	..	10	..	16	..	10	..	10	..	10	..	10	..	10	..	..	..	10	..
1172.	14	9	13	..	16	..	16	..	19	..	16	..	14	..	12	..	1	..	13	..	15	..	..	..	14	..
1177.	11	11	11	..	11	..	11	..	8	3	11	..	11	..	7	4	..	..	11	..	11	..	..	..	11	..
1179.	10	10	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	..	..	10	..
1181.	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	10	..	13	..	..	..	13	..
1183.	3	5	8	..	3	..	7	1	8	..	8	..	8	..	8	..	7	1	1	..	8	8	..
1184.	14	..	14	..	14	..	14	..	14	..	12	..	12	..	12	..	14	..	1	..	14	14	..
1185.	..	10	9	10	..	10	..	9	..	1	..	10	..	2	..	8	..	2	..	
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Local Union No.	Question No. 42		Question No. 43		Question No. 44		Question No. 45		Question No. 46		Question No. 47		Question No. 48		Question No. 49		Question No. 50		Question No. 51		Question No. 52		
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1132	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	17	..	17	..	
1133	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	
1135	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	
1140	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	
1141	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	
1143	37	..	37	..	35	..	35	..	37	..	35	..	35	..	1	..	36	..	36	..	36	..	
1145	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	
1146	17	..	19	..	15	..	19	..	16	..	16	..	8	..	7	..	12	..	14	..	14	..	
1147	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	
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1164	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	
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1179	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	
1181	13	..	13	..	13	..	13	..	11	..	13	..	13	..	13	..	13	..	13	..	13	..	
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Local Union No.	Question No. 53		Question No. 54		Question No. 55		Question No. 56		Question No. 57		Question No. 58		Question No. 59		Question No. 60		Question No. 61		Question No. 62		
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1131	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	
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1141	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	
1143	1	34	..	8	34	..	34	..	34	..	34	..	34	..	34	..	33	..	32	..	
1145	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	
1146	5	13	..	13	..	11	2	14	..	20	4	4	8	14	..	16	..	
1147	13	..	8	..	13	..	13	..	13	..	13	..	13	..	6	7	13	..	13	..	
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1151	8	..	8	..	6	..	5	..	9	..	7	..	7	..	7	..	10	..	11	..	
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1158	15	2	5	9	17	..	16	..	14	..	12	..	12	..	15	..	17	1	16	..	
1160	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	
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1168	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	
1171	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	
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1179	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	
1181	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	
1183	..	7	6	2	5	8	7	1	8	..	3	5	4	4	7	..	8	..	8	..	
1184	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	
1185	10	10	10	10	11	..	11	..	2	8	2	8	..	4	..	10	..	10	..	5	..
1186	10	..	13	..	11	..	12	..	11	..	14	..	14	..	15	..	13	..	14	..	

Local Union No.	QUESTION No. 63				Question No. 64	QUESTION No. 66				Question No. 65	QUESTION No. 67				Question No. 68	Question No. 69		Question No. 70		
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1133	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
1135	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
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1146	20	..	16	..	4	20	..	20	..	20	..
1147	7	..	8	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..
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1151	8	..	12	..	11	..	9	..	11	..	10	..	12	..	7	..	7	..	9	..
1156	10	..	10	..	10	10	..	10	..	10	..	10	..	10	..	10	..
1158	16	..	16	..	13	..	14	..	15	..	15	..	15	..	14	..	18	..	18	..
1160	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
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1163	11	11	..	11	..	11	..	11	..	11	..	11	..	11	..
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1171	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
1172	7	..	2	..	6	..	13	..	12	..	14	..	16	..	13	..	16	..	10	..
1177	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..
1179	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
1181	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..
1183	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..
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1185	10	..	10	..	10	..	7	..	8	12	..
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QUESTION No. 6

QUESTION No. 6																								
Local Union No.	Question No. 1		Question No. 2		Question No. 3		Question No. 4		Question No. 5		Section No. 1		Section No. 2		Section No. 3		Section No. 4		Section No. 5		Section No. 6		Section No. 7	
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1192..	19	..	19	..	9	..	10	..	19	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
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1197..	11	1	..	6	4	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..
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QUESTION No. 8																								Question No. 9
Article I												Article II												
Local Union No.	Section No. 1		Section No. 2		Section No. 3		Section No. 4		Section No. 5		Section No. 6		Section No. 1		Section No. 2		Section No. 3		Section No. 4					
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1193..	23	..	21	1	24	..	22	1	23	1	19	1	20	1	20	1	14	4	14	24	23	..		
1195..	12	..	12	12	12	12	6	..	12	12	..		
1197..	13	..	10	..	6	..	9	..	3	..	12	..	10	..	10	..	7	6	..	12	12	..		
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1250..	26	6	9	22	11	20	9	22	20	11	10	21	26	5	6	25	6	25	10	21	30	27		
1261..	9	..	9	..	11	..	11	..	12	..	12	..	11	..	12	..	21	1	47	1		
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QUESTION No. 24 Continued				QUESTION No. 25				QUESTION No. 26				Question No. 27		Question No. 28		QUESTION No. 29			
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3	3	1	5	7	7	11	11	13	13	9	9	9	9	9	9	10	10	10	10
13	3	16	16	16	16	10	10	14	2	15	1	14	2	14	10	10	10	10	10
1202	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12
1203	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12
1206	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8
1207	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27
1208	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
1211	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
1212	13	13	12	8	1	1	1	1	2	12	12	12	12	12	12	12	12	12	12
1217	13	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12
1218	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8
1224	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14
1226	11	2	12	1	2	13	13	13	13	13	13	13	13	13	13	13	13	13	13
1227	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10
1232	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
1233	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8
1236	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10
1239	10	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11
1241	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14
1244	62	61	61	61	61	61	61	61	61	61	61	61	61	61	61	61	61	61	61
1247	6	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
1249	10	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22
1250	10	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15
1261	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11
1264	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11

Local Union No.	Question No. 29 Continued		Question No. 30		Question No. 31		Question No. 32		Question No. 33		Question No. 34		Question No. 35		Question No. 36		Question No. 37		Question No. 38		Question No. 39		Question No. 40		Question No. 41	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1188.	14	..	14	..	14	..	14	..	6	8	14	..	14	..	14	..	14	..	13	1	14	..	14	..	14	..
1191.	72	34	68	40	..	..	71	..	72	..	..	74	74	..	48	21	..	98	78	2	91	..	91	..	80	..
1192.	9	..	9	..	..	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
1193.	18	..	18	..	18	..	18	..	17	1	..	18	18	..	18	..	13	5	12	..	6	6	18	..	18	..
1195.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	..	..	..	..	..	..	..
1197.	9	..	1	..	..	..	..	..	..	..	7	..	10	..	11	..	8	..	8	..	13	..	12	..	13	..
1198.	15	16	12	..	12	1	16	..	16	..	15	1	2	11	16	..	5	11	16	..	2	12	13	..	14	..
1202.	..	..	..	..	7	..	4	..	2	5	..	..	..	..	10	..	..	..	10	..	9	..	8	..	14	..
1203.	12	12	12	..	12	..	12	..	13	..	13	..	13	..	13	..	13	..	12	..	13	..	13	..	13	..
1206.	7	6	..	1	..	..	8	..	6	2	12	..	8	..	10	..	2	..	7	..	8	..	8	..	9	..
1207.	27	27	27	..	..	..	27	..	..	28	27	..	27	..	27	..	9	13	15	4	25	1	21	5	27	..
1208.	35	..	35	..	..	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..
1211.	43	43	43	..	43	..	43	..	43	..	43	..	43	..	43	..	43	..	43	..	43	..	43	..	43	..
1212.	12	12	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
1217.	12	12	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
1218.	8	8	..	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..
1224.	14	14	14	..	14	..	14	..	14	..	14	..	14	..	14	..	5	9	14	..	14	..	14	..	14	..
1226.	13	13	13	..	13	..	13	..	12	1	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..
1227.	..	10	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
1232.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1233.	19	1	20	..	..	..	24	..	33	..	31	..	25	..	22	..	25	..	5	20	25	..	25	..	25	..
1236.	8	20	8	20	8	20	8	20	8	20	8	20	8	20	8	20	8	20	8	20	8	20	8	20	8	20
1239.	..	28	27	..	27	..	28	..	29	..	30	..	27	..	28	..	30	..	30	..	28	..	28	..	30	..
1241.	9	12	12	..	12	..	12	..	14	..	6	1	12	..	12	..	12	..	12	..	11	..	12	..	11	..
1243.	14	14	14	..	14	..	14	..	14	..	14	..	14	..	14	..	..	..	14	..	14	..	14	..	14	..
1244.	57	58	58	..	58	..	58	..	2	57	59	..	59	..	58	1	4	55	61	..	61	..	61	..	61	..
1247.	..	3	3	..	3	..	3	..	3	..	4	..	4	..	7	..	6	..	19	..	19	..	12	..	12	..
1249.	15	13	17	..	..	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..
1250.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1261.	11	..	11	..	..	..	11	..	11	..	11	..	8	..	11	..	11	..	11	..	9	..	..	..	9	..
1264.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..

Local Union No.	Question No. 42		Question No. 43		Question No. 44		Question No. 45		Question No. 46		Question No. 47		Question No. 48		Question No. 49		Question No. 50		Question No. 51		Question No. 52	
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1188	14	..	14	..	13	..	13	..	2	11	13	..	11	2	12	1	13	..	13	..	13	..
1191	40	41	63	14	76	..	41	33	55	21	74	..	71	3	30	42	61	14	8	63	33	40
1192	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
1193	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..
1195	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1197	12	..	1	4	..	13	..	..	..	..	12	..	6	..	11	..	12	..	..	..	..	..
1198	14	..	14	..	12	..	11	..	12	..	12	..	11	..	12	..	7	..	1	10	12	..
1202	..	..	8	..	..	10	..	..	..	..	..	..	10	..	..	..	..	..	..	..	..	..
1203	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..
1206	9	..	5	1	9	..	9	..	2	5	2	..	8	..	3	2	7	..	8	..	4	1
1207	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..
1208	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..
1211	43	..	43	..	43	..	43	..	43	..	43	..	43	..	43	..	43	..	43	..	43	..
1212	12	..	12	..	8	9	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
1217	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
1218	8	..	8	..	..	8	..	..	8	..	14	..	8	..	8	..	8	..	8	..	8	..
1224	14	..	14	..	14	..	14	..	14	..	13	..	14	..	14	..	14	..	14	..	14	..
1226	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..
1227	10	..	10	..	10	..	10	..	10	..	13	..	9	..	9	..	9	..	9	..	9	..
1232	..	..	..	..	25	..	25	..	25	..	..	..	..	..	..	..	..	..	..	..	..	..
1233	25	..	25	..	25	..	25	..	25	..	25	..	25	..	..	20	25	..	25	..	..	20
1236	8	20	8	20	8	20	8	20	8	20	8	20	8	20	8	20	8	20	8	20	8	20
1239	28	..	30	..	28	..	29	..	29	..	30	..	28	..	30	..	30	..	29	..	30	..
1241	11	..	12	..	..	11	..	11	..	10	12	..	10	..	12	..	11	..	12	..	12	..
1243	14	..	62	14	..	14	..	14	..	14	..	14	..	..	14	..	14	..	14	..	14	..
1244	62	..	62	..	62	..	62	..	60	..	60	..	59	..	59	..	60	..	60	..	60	..
1247	8	..	1	..	2	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1249	..	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..
1250	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1261	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1264	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	8	1	9	..	8	1

Local Union No.	Question No. 53		Question No. 54		Question No. 55		Question No. 56		Question No. 57		Question No. 58		Question No. 59		Question No. 60		Question No. 61		Question No. 62	
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1191	40	15	75	..	3	68	41	31	77	..	76	..	39	30	40	39	78	..	74	..
1192	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
1193	18	..	17	1	9	7	18	..	18	..	16	1	16	..	11	..	16	1	17	..
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1197	..	8	6	..	3	7	6	2	..	6	2	..	8	9	..	11	..
1198	..	12	12	12	12	..	11	..	11	..	11	..	2	..	8	..	8	..
1202	5	7	10
1203	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..
1206	6	..	9	..	..	..	5	..	9	..	8	..	9	..	5	..	9	..	..	..
1207	27	35	27	35	27	..	27	..	20	1	21	1	27	..	2	16	27	..	23	..
1208	..	..	..	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..
1211	43	..	43	..	43	..	43	..	43	..	43	..	43	..	43	..	43	..	43	..
1212	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
1217	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
1218	..	8	8	..	8	..	8	..	8	..	8	..	8	..	..	8	8	..	8	..
1224	14	..	14	..	14	..	14	..	12	1	12	1	13	..	13	..	13	..	13	..
1226	13	..	13	..	13	..	12	1	12	1	13	..	9	4	11	11	12	1	13	..
1227	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
1232	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1233	5	20	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..
1236	..	8	8	20	8	20	8	20	8	20	8	20	..	20	8	20	8	20	8	20
1239	30	..	29	..	30	..	29	..	30	..	30	..	30	..	28	..	29	..	30	..
1241	12	..	12	..	12	..	12	..	10	1	11	..	5	..	9	..	11	..	10	..
1243	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..
1244	60	..	60	..	59	..	59	..	58	..	58	..	58	..	58	..	58	..	58	..
1247	..	1	..	..	2	..	12	..	12	..	2	..	3	1			6	..	7	..
1249	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1250	16	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..
1261	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1264	9	..	9	..	9	..	9	..	9	..	8	..	9	..	9	..	9	..	9	..

Local Union No.	QUESTION No. 63				Question No. 64		Question No. 65		QUESTION No. 66				Question No. 67		Question No. 68		Question No. 69		Question No. 70	
	No. 1		No. 2		No. 64		No. 65		QUESTION No. 66				Question No. 67		Question No. 68		Question No. 69		Question No. 70	
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1191	60	43	9	30	68	..	71	..	70	1	69	..	70	..	39	34	3	68	3	36
1192	9	9	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
1193	12	1	14	..	14	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..
1195	10	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1197	10	9	..	..	9	..	10	..	9	..	9	..	9	..	10	..	9	..	9	..
1198	8	8	..	..	8	..	8	..	8	..	8	..	8	..	7	..	8	..	8	..
1202	4	3	6	..	13	..	10	..	13	..	13	..	13	..	13	..	13	..	13	..
1203	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..
1206	1	4	5	..	5	1	8	..	7	..	9	..	13	..	7	..	6	1	9	..
1207	27	..	17	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..
1208	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..
1211	43	..	43	..	43	..	43	..	43	..	43	..	43	..	43	..	43	..	43	..
1212	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
1217	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
1218	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..
1224	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..
1226	12	1	12	1	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..
1227	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
1232	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..
1233	8	20	8	20	8	20	8	20	8	20	8	20	8	20	8	20	8	20	8	20
1236	30	..	30	..	28	..	30	..	..	..	..	..	29	..	30	..	28	..	30	..
1239	11	..	10	..	12	..	11	..	10	..	11	..	11	..	11	..	12	..	12	..
1241	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..
1243	58	..	58	..	58	..	58	..	58	..	58	..	58	..	58	..	58	..	58	..
1244	10	..	4	..	2	..	7	..	1	..	8	..	8	..	11	..	4	..	18	..
1247	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..
1250	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1261	9	..	..	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
1264	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..

QUESTION No. 6

QUESTION No. 6																								
Question No. 1		Question No. 2		Question No. 3		Question No. 4		Section No. 1		Section No. 2		Section No. 3		Section No. 4		Section No. 5		Section No. 6		Section No. 7				
Local Union No.	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against		
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1278..	14	..	18	..	13	..	4	10	13	..	16	..	18	..	18	..	18	..	18	..	18	..	18	..
1279..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..
1280..	15	..	15	..	15	15	15	..	15	..	15	..	15	..	15	..	15	..	
1282..	41	..	39	..	34	6	..	41	28	2	..	41	..	41	..	19	2	41	..	41	..	41	..	
1283..	11	9	10	4	16	..	16	..	15	1	16	..	16	..	16	..	16	..	16	..	16	..	16	..
1286..	19	..	19	..	8	8	10	11	10	11	15	..	17	4	19	..	33	1	33	..	31	..	35	..
1287..	34	..	34	..	2	15	1	13	29	1	33	1	33	1	33	1	33	1	33	..	31	..	35	..
1292..	20	1	..	15	3	11	14	3	11	6	16	..	19	..	19	..	19	..	19	..	19	..	19	..
1297..	19	..	19	..	..	19	47	19	47	..	19	..	47	..	47	..	47	..	47	..	47	..	47	..
1303..	47	..	47	..	90	4	..	94	94	..	94	..	94	..	94	..	94	..	94	..	94	..	94	..
1305..	94	..	94	20	2	20	..	20	..	20	..	20	..	20	..	20	..	20	..
1308..	20	..	17	3	..	20	45	..	14	4	45	..	45	..	45	..	45	..	45	..	45	..	45	..
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1313..	7	1	1	13	8	5	7	7	7	..	7	
1315..	7	..	7	..	7	7	7	7	7	35	1	34	34	
1317..	34	1	3	31	..	35	1	34	..	35	1	34	..	35	..	35	..	34	..	34	..	34	..	
1319..	132	5	134	3	15	32	..	37	115	22	36	111	..	16	..	1	16	121	
1325..	16	..	16	..	16	..	16	..	7	9	16	..	16	..	16	..	16	..	16	..	16	..	16	..
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1327..	22	..	22	16	19	17	1	17	19	17	18	..	17	1	18	..	18	..	17	..	18	..	18	..
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1329..	46	..	46	46	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..
1330..	14	..	9	..	10	14	..	14	14	..	14	..	14	..	14	..	14	..	14	..	14	..
1338..	25	..	25	..	1388	14	25	..	25	..	25	..	25	..	25	..	25	..	25	..
1339..	15	..	14	1	..	13	..	15	12	..	15	..	15	..	14	..	14	..	13	..	11	..	12	..
1343..	10	..	9	..	..	10	..	..	5	5	10	..	10	..	10	..	10	..	10	..	10	..	10	..
1345..	14	..	14	..	14	13	..	14	13	1	8	6	14	..	14	..	13	..	7	3	13	..	13	..
1347..	81	..	81	..	80	1	81	..	81	..	77	..	77	..	77	..	77	..	77	..	77	..	78	..
1348..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..

QUESTION No. 8																								Question No. 9		
Article I												Article II												Local Union No.	For	Against
Section No. 1		Section No. 2		Section No. 3		Section No. 4		Section No. 5		Section No. 6		Section No. 1		Section No. 2		Section No. 3		Section No. 4		For	Against					
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Local Union No.	Question No. 10		Question No. 11		Question No. 12		Question No. 13		Question No. 14		QUESTION No. 15								Question No. 16									
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QUESTION No. 24																								
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Local Union No.	QUESTION No. 24 Continued				QUESTION No. 25				QUESTION No. 26				Question No. 27		Question No. 28		QUESTION No. 29							
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1329.	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..
1330.	11	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..
1338.	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..
1339.	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..
1343.	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
1345.	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..
1347.	84	..	84	..	84	..	84	..	84	..	84	..	84	..	84	..	84	..	8	..	84	..	84	..	84	..
1348.	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..

Local Union No.	Question No. 42		Question No. 43		Question No. 44		Question No. 45		Question No. 46		Question No. 47		Question No. 48		Question No. 49		Question No. 50		Question No. 51		Question No. 52		
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1272	40	..	40	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	
1278	16	..	17	..	14	..	16	..	15	..	17	..	17	..	17	..	16	..	17	..	17	..	
1279	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	
1280	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	
1282	38	..	38	..	38	..	38	..	38	..	38	..	37	..	37	..	36	..	37	..	37	..	
1283	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	
1286	9	..	11	..	10	..	9	..	9	..	11	..	8	..	16	..	16	..	16	..	16	..	
1287	12	..	12	..	11	..	13	..	20	..	15	..	14	..	14	..	13	..	12	..	11	..	
1292	15	..	6	..	15	..	10	..	12	..	12	..	16	..	..	..	..	..	..	..	..	..
1297	13	..	13	..	13	..	10	..	..	..	10	..	10	..	10	..	10	..	10	..	10	..
1303	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	
1305	96	..	94	..	94	..	96	..	94	..	96	..	96	..	96	..	96	..	96	..	96	..	
1308	15	..	14	..	14	..	15	..	12	..	14	..	12	..	6	..	10	..	10	..	8	..	
1312	45	..	45	..	45	..	45	..	45	..	45	..	45	..	25	..	45	..	45	..	45	..	
1313	10	..	10	..	9	..	8	..	12	..	10	..	12	..	5	..	5	..	10	..	8	..	
1315	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	
1317	9	..	23	..	22	..	20	..	10	..	6	..	7	..	11	..	7	..	7	..	5	..	
1319	19	..	18	..	18	..	18	..	14	..	14	..	14	..	14	..	14	..	14	..	16	..	
1325	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	
1326	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	
1327	18	..	13	..	10	..	18	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1328	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	
1329	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	
1330	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	
1338	15	..	25	..	20	..	20	..	12	..	12	..	13	..	13	..	13	..	12	..	13	..	
1339	12	..	12	..	13	..	13	..	12	..	12	..	13	..	13	..	13	..	12	..	13	..	
1343	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	
1345	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	
1347	84	..	84	..	84	..	84	..	84	..	84	..	84	..	80	..	84	..	84	..	84	..	
1348	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	

Local Union No.	Question No. 53		Question No. 54		Question No. 55		Question No. 56		Question No. 57		Question No. 58		Question No. 59		Question No. 60		Question No. 61		Question No. 62	
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1276	15	..	16	..	15	..	15	..	18	..	15	..	15	..	14	..	13	..	14	..
1279	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..
1280	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
1282	36	1	37	..	37	..	37	..	37	..	37	..	37	..	37	..	37	..	37	..
1283	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..
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1287	11	..	12	..	9	..	15	..	1	12	9	..	11	..	11	..	10	1	8	..
1292	24	..	9	10	22	11	..	9	..
1297	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	17	1
1303	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..
1305	94	..	96	..	96	..	96	..	96	..	96	..	96	..	96	..	96	..	96	..
1308	10	..	9	..	4	..	8	..	8	..	12	..	14	1	9	..	13	..	12	..
1312	45	..	45	..	45	..	45	..	45	..	45	..	45	..	45	..	45	..	45	..
1313	..	11	17	..	10	..	13	..	14	2	17	1	10	..	11	..	18	..	5	8
1315	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..
1317	1	30	25	6	2	29	10	21	16	15	20	11	15	16	7	24	8	20	11	..
1319	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..
1325	16	..	16	..	16	..	14	..	14	..	6	8	14	..	14	..	14	..	14	..
1326	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
1327	..	23	..	23	..	..	..	..	14	1	8	..	10	..	18	..	7	..	18	..
1328	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
1329	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..
1330	14	..	14	..	14	..	14	..	14	..	14	..	14	..	..	14	14	..	14	..
1338	..	..	..	..	..	..	..	..	23	2	13	..	13	..	..	14	15	10	..	..
1339	12	..	12	..	13	..	13	..	13	..	13	..	13	..	10	..	10	..	12	..
1343	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..
1345	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..
1347	84	..	84	..	84	..	84	..	84	..	84	..	84	..	84	..	84	..	84	..
1348	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..

Local Union No.	QUESTION No. 63				QUESTION No. 64				QUESTION No. 65				QUESTION No. 66				QUESTION No. 67		QUESTION No. 68		QUESTION No. 69		QUESTION No. 70	
	No. 1		No. 2		For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
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1272	40	40	40	15	40	40	40	15	40	40	40	15	40	40	40	15	40	40	40	15	40	40	15	40
1278	14	15	15	11	14	15	15	11	14	15	15	11	14	15	15	11	14	15	14	15	11	14	15	11
1279	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11
1280	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15
1282	37	37	37	37	37	37	37	37	37	37	37	37	37	37	37	37	37	37	37	37	37	37	37	37
1283	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16
1286	5	..	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1287	9	7	7	7	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9
1292	..	13	13	10
1297	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10
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1305	94	96	96	96	96	96	96	96	96	96	96	96	96	96	96	96	96	96	96	96	96	96	96	96
1308	..	18	18	18	8	15	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13
1312	45	..	..	..	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
1313	11	13	13	13	8	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11
1315	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7
1317	21	11	21	10	27	4	18	13	29	2	26	5	28	3	28	3	28	3	26	5	27	4	23	8
1319	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16
1325	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14
1326	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9
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1330	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14
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1339	12	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13
1343	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7
1345	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8
1347	84	84	84	84	84	84	84	84	84	84	84	84	84	84	84	84	84	84	84	84	84	84	84	84
1348	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35

QUESTION No. 6

Local Union No.	Question No. 1		Question No. 2		Question No. 3		Question No. 4		Question No. 5		Section No. 1		Section No. 2		Section No. 3		Section No. 4		Section No. 5		Section No. 6		Section No. 7	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
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1352..	201	1	201	6	201	9	117	26	144	1	205	24	205	14	205	8	205	24	205	24	205	24	205	24
1354..	23	..	18	..	9	..	12	..	3	..	20	..	4	..	4	..	20	..	24	..	24	..	24	..
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1365..	21	..	21	..	21	..	2	..	21	..	30	..	33	..	32	..	21	..	28	..	28	..	28	..
1366..	35	..	33	..	33	..	1	..	31	..	30	..	33	..	32	..	21	..	28	..	28	..	28	..
1367..	169	1	169	..	169	..	36	2	89	1	30	..	33	..	32	..	21	..	28	..	28	..	28	..
1369..	154	..	154	..	154	..	1	..	154	..	154	..	154	..	154	..	154	..	154	..	154	..	149	..
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1375..	11	..	11	..	11	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..
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1378..	7	..	7	7	..	7	..	7	..	7	..	7	..	8	..	8	..	8	..
1379..	13	..	5	..	8	13	13	13	..	13	..	13	..	13	..
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1394..	46	..	43	3	2	44	2	44	2	44	44	1	45	..	45	..	45	..	45	..	45	..	45	..
1395..	7	..	7	..	2	..	8	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..
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1403..	22	..	22	..	22	22	22	..	22	..	22	..	22	..	22	..	22	..
1410..	128	..	128	..	8	120	..	128	6	122	128	..	128	..	128	..	128	..	128	..	128	..	128	..
1415..	13	..	13	..	1	..	12	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..
1417..	14	1	..	13	..	2	..	12	..	12	..	7	..	12	..	12	..	11	..
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1423..	24	..	22	10	8	9	6	..	17	..	16	..	14	..	15	..	14	..	16	..	16	..
1426..	26	..	25	1	..	21	..	25	26	..	26	..	26	..	22	..	25	..	26	..	26	..	11	..
1428..	27	..	27	27	..	27	27	..	27	..	27

QUESTION No. 8

Local Union No.	Question No. 7	Article I					Article II					Question No. 9										
		Section No. 1		Section No. 2		Section No. 3		Section No. 4		Section No. 5			Section No. 6		Section No. 1		Section No. 2		Section No. 3		Section No. 4	
		For	Against	For	Against	For	Against	For	Against	For	Against		For	Against	For	Against	For	Against	For	Against	For	Against
1350..	19	..	18	..	20	..	205	..	20	..	205	..	20	..	205	..	20	..	205	..	20	..
1352..	145	..	24	..	205	..	24	..	205	..	24	..	205	..	24	..	205	..	24	..	205	..
1354..	24	..	19	..	18	2	24	..	19	..	18	2	20	..	19	..	18	2	20	..	19	..
1355..	19	1	21	..	19	1	18	2	19	..	18	2	20	..	19	..	18	2	20	..	19	..
1365..	21	..	21	..	19	..	19	..	19	..	19	..	19	..	17	..	17	..	17	..	17	..
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1367..	7	..	2	169	2	169	2	169	2	169	2	169	2	169	2	169	2	169	2	169	2	169
1369..	154	..	154	..	154	..	154	..	154	..	154	..	154	..	154	..	154	..	154	..	154	..
1374..	24	..	24	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..
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1388..	15	15	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
1393..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..
1394..	45	..	45	..	45	..	45	..	45	..	45	..	45	..	45	..	45	..	45	..	45	..
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1399..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..
1401..	22	24	24	..	22	24	24	..	22	24	24	..	22	24	24	..	22	24	24	..	22	24
1403..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..
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13	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..
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QUESTION No. 15														Question No. 16				
Question No. 10	Question No. 11	Question No. 12	Question No. 13	Question No. 14	No. 1		No. 2		No. 3		No. 4		No. 5		No. 6		No. 7	
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Local Union No.	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
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1359.	11	..	11	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..
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1368.	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..
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1375.	19	..	19	..	19	..	17	..	17	..	17	..	17	..	17	..	19	..
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QUESTION No. 24																																		
Local Union No.	Question No. 17		Question No. 18		Question No. 19		Question No. 20		Question No. 21		Question No. 22		Question No. 23		No. 1				No. 2				No. 3				No. 4				No. 5			
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1394..	44	..	44	..	44	..	44	..	44	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..		
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	QUESTION No. 24 Continued				Question No. 25	QUESTION No. 26						Question No. 27		Question No. 28	QUESTION No. 29						
	No. 6		No. 7			No. 1		No. 2		No. 3		No. 1			No. 2		No. 3		No. 4		
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1393..	35	..	35	..	35	..	35	..	35	..	30	5	35	..	35	..	35	..	35	..	
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1396..	20	..	20	..	20	..	18	..	18	..	18	..	16	..	16	..	16	..	16	..	
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1423..	14	1	10	3	13	1	14	..	14	1	12	1	13	1	13	1	14	..	13	1	
1426..	18	2	..	20	18	..	20	..	20	..	17	..	20	1	20	..	14	..	22	..	
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Question No. 29 Con- tinued	Question No. 30		Question No. 31		Question No. 32		Question No. 33		Question No. 34		Question No. 35		Question No. 36		Question No. 37		Question No. 38		Question No. 39		Question No. 40		Question No. 41	
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No. 5																								
Local Union No.	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against		
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1365.	
1366.	17	..	17	..	17	..	17	..	17	..	17	..	17	17	..	16	..	16	..	11	..
1367.	158	..	158	..	158	..	158	..	158	..	158	..	158	158	..	158	..	158	..	158	..
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1377.	13	..	18	..	18	..	18	..	18	..	18	..	18	18	..	18	..	18	..	18	..
1378.	6	..	4	..	7	..	1	..	5	..	6	8	..	9	..	9	..	9	..
1379.	13	..	13	..	13	..	8	..	13	..	13	13	..	13	..	13	..	13	..
1383.	18	..	18	..	16	..	1	..	15	..	18	..	18	18	..	18	..	18	..	18	..
1384.	29	..	29	..	28	..	24	..	17	..	29	..	29	..	23	..	23	..	23	..	25	..	29	..
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1394.	14	..	14	..	14	..	14	..	14	..	14	..	14	14	..	14	..	14	..	14	..
1395.	7	..	7	..	7	..	7	..	7	..	7	7	..	7	..	7	..	7	..
1396.	16	..	16	..	16	..	16	..	16	..	16	16	..	16	..	16	..	16	..
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Local Union No.	Question No. 42		Question No. 43		Question No. 44		Question No. 45		Question No. 46		Question No. 47		Question No. 48		Question No. 49		Question No. 50		Question No. 51		Question No. 52	
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1354	21	..	21	..	21	..	21	..	20	1	19	..	19	..	19	..	19	..	19	..	7	12
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1366	28	..	26	..	20	5	25	..	25	..	25	..	25	..	26	..	26	..	26	26
1367	158	..	158	..	158	..	158	..	158	..	158	..	158	..	158	..	158	..	158	..	158	..
1369	151	..	151	..	151	..	151	..	150	..	150	..	150	..	150	..	150	..	150	150
1374
1375	11	..	10	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..
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1396	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..
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1401	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..
1403	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..
1410	127	..	127	..	1	126	127	..	127	..	127	..	127	..	127	..	127	..	127	..	127	..
1415	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..
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1420	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..
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Local Union No.	Question No. 53		Question No. 54		Question No. 55		Question No. 56		Question No. 57		Question No. 58		Question No. 59		Question No. 60		Question No. 61		Question No. 62	
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1354	20	..	20	..	8	4	20	..	20	..	20	..	20	..	20	..	16	4	20	..
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1366	25	7	9	26	..	26	..	26	..	25	..	22	24	..
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1369	150	..	150	..	150	..	150	..	150	..	150	..	150	..	150	..	150	..	150	..
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1378	9	..	9	..	7	2	8	1	8	1	8	..	8	..	8	..	8	..	8	..
1379	8	2	12	..	10	..	12	..	12	..	12	..	12	..	12	..	3	9	3	9
1383	17	..	17	..	17	..	17	..	17	..	17	..	17	..	16	..	16	..	16	..
1384	29	..	29	..	28	1	29	..	29	..	29	..	29	..	28	1	29	..	28	1
1388	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
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1394	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	11	..	11	..
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Local Union No.	QUESTION No. 63				Question No. 64		QUESTION No. 66				Question No. 67		Question No. 68		Question No. 69		Question No. 70	
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1354	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..
1355	11	4	15	..	13	..	14	..	15	..	15	..	14	..	14	..	15	..
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1366	12	4	20	2	21	..	25	..	25	..	25	..	24	..	13	..	24	..
1367	158	..	158	..	158	..	158	..	158	..	158	..	158	..	158	..	158	..
1369	150	..	150	..	150	..	148	..	148	..	148	..	148	..	148	..	148	..
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1379	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
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1388	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
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1399	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..
1401	8	27	31	..	30	..	31	..	31	..	31	..	30	..	30	..	31	..
1403	22	..	22	..	22	..	22	..	22	..	25	..	25	..	25	..	25	..
1410	127	..	127	..	127	..	125	..	125	..	125	..	125	..	125	..	125	..
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1419	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..
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QUESTION No. 6

QUESTION No. 6																								
Local Union No.	Question No. 1		Question No. 2		Question No. 3		Question No. 4		Section No. 1		Section No. 2		Section No. 3		Section No. 4		Section No. 5		Section No. 6		Section No. 7			
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1447..	54	..	54	54	54	54	..	54	..	54	..			
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1491..	..	24	..	24	..	24	..	24	24			
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QUESTION No. 8														Question No. 9							
Article I						Article II															
Local Union No.	Section No. 1		Section No. 2		Section No. 3		Section No. 4		Section No. 5		Section No. 6		Section No. 1		Section No. 2		Section No. 3		Section No. 4		
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Local Union No.	Question No. 10		Question No. 11		Question No. 12		Question No. 13		Question No. 14		QUESTION No. 15								Question No. 16									
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1442.	45	15	43	15	56	4	..	60	60	15	50	15	50	10	..	15	41	19	29	31	57	3	60	15	47	13	47	13
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QUESTION No. 24																									
Local Union No.	Question No. 17		Question No. 18		Question No. 19		Question No. 20		Question No. 21		Question No. 22		Question No. 23		No. 1		No. 2		No. 3		No. 4		No. 5		
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	
1430..	29	..	29	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	
1434..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	
1442..	59	1	60	..	54	6	57	3	43	18	60	..	60	..	60	..	60	..	60	..	60	..	60	..	
1443..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	
1444..	17	..	17	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	
1447..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	
1449..	13	2	12	2	12	2	13	1	12	2	14	..	12	2	10	3	12	2	10	3	9	4	13	4	
1450..	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..	
1452..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	
1453..	9	..	9	..	9	..	8	1	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	
1459..	10	10	..	10	
1463..	11	..	10	..	5	5	3	1	9	..	4	6	..	5	6	5	..	3	..	5	2	6	..
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1477..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	
1486..	40	..	40	..	39	39	39	..	39	..	39	..	39	..	39	..	39	..	39	..	39	..	
1487..	24	9	24	8	24	..	24	..	24	..	24	..	24	..	24	..	24	..	24	..	24	..	24	..	
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1496..	44	..	44	..	44	..	44	..	44	44	..	44	..	44	..	44	..	
1499..	10	..	10	..	9	1	10	..	10	..	10	..	10	..	8	..	8	..	8	..	8	..	7	..	
1513..	70	..	70	..	70	..	70	..	70	..	70	..	70	..	70	..	70	..	70	..	70	..	70	..	
1514..	13	1	10	2	8	3	7	5	9	3	11	1	11	2	10	2	12	..	..	..	..	..	11	..
1522..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	
1526..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	
1527..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	
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1531..	18	..	18	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	
1532..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	
1533..	10	1	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	
1535..	17	1	18	1	2	11	7	2	6	1	6	5	9	1	10	..	7	4	6	6	11	..	11	..	
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QUESTION No. 24 Continued				QUESTION No. 26				Question No. 27		Question No. 28		QUESTION No. 29			
No. 6		No. 7		No. 1		No. 2		No. 3		Question No. 25		No. 1		No. 2	
For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1430..	20	20	..	20	..	20	..	20	..	20	..	20	..	20	..
1434..	20	20	..	20	..	20	..	20	..	20	..	20	..	20	..
1442..	60	11	49	60	..	15	..	60	..	60	..	36	..	36	..
1443..	15	15	..	15	..	15	..	15	..	15	..	15	..	15	..
1444..	18	..	18	18	..	18	..	18	..	18	..	18	..	18	..
1447..	40	4	36	40	..	40	..	40	..	40	..	40	..	44	..
1449..	1	1	10	12	1	12	1	12	9	12	9	12	9	12	9
1450..	26	26	..	26	..	26	..	26	..	26	..	26	..	26	..
1452..	16	16	..	16	..	16	..	16	..	16	..	16	..	16	..
1453..	9	..	16	9	..	9	..	9	..	9	..	9	..	9	..
1459..	10	..	..	..	..	10	..	10	..	..	..	..	..	..	..
1463..	4	6	..	9	..	9	..	5	1	6	..	4	..	..	8
1466..	10	10	..	10	..	10	..	10	..	10	..	10	..	10	..
1468..	18	18	..	18	..	18	..	18	..	18	..	18	..	18	..
1477..	11	11	..	11	..	11	..	11	..	11	..	11	..	11	..
1486..	39	39	..	37	..	37	..	37	..	36	..	36	..	36	..
1487..	24	24	..	24	..	24	..	24	..	24	..	24	..	24	..
1491..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1496..	44	44	..	44	..	44	..	44	..	..	..	..	..	..	..
1499..	7	7	..	8	..	8	..	8	..	8	..	8	..	8	..
1513..	70	60	10	70	5	70	5	70	..	60	10	70	..	60	10
1514..	..	..	..	9	3	9	3	7	5	7	5	70	..	60	10
1522..	11	11	..	11	..	11	..	11	..	11	..	11	..	11	..
1526..	14	14	..	14	..	14	..	14	..	14	..	14	..	14	..
1527..	25	25	..	25	..	25	..	25	..	25	..	25	..	25	..
1529..	21	21	..	21	..	21	..	21	..	..	..	..	..	..	..
1531..	8	8	..	8	..	8	..	8	..	8	..	8	..	8	..
1532..	19	19	..	19	..	19	..	19	..	19	..	19	..	19	..
1533..	11	11	..	11	..	11	..	11	..	11	..	11	..	11	..
1535..	1	12	..	11	12	15	1	6	3	10	..	12	..	2	8
1538..	4	4	7	9	5	15	1	6	2	17	..	11	..	11	4

Local Union No.	Question No. 29 Con- tinued		Question No. 30		Question No. 31		Question No. 32		Question No. 33		Question No. 34		Question No. 35		Question No. 36		Question No. 37		Question No. 38		Question No. 39		Question No. 40		Question No. 41	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1430.	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..
1434.	20	3	19	60	19	1	19	59	1	1	19	1	19	60	20	20	20	20	19	1	20	1	20	20	19	60
1442.	15	57	15	15	15	..	15	..	15	..	15	..	15	..	60	60	60	60	60	15	60	60	60	60	15	60
1443.	15	..	18	..	18	..	18	..	18	..	18	..	18	..	15	15	15	15	15	15	15	15	15	15	15	15
1444.	..	18	18	..	..	..	..	..	..	..	..	..	..	..	18	18	18	18	18	18	18	18	18	18	18	18
1447.	44	..	40	..	44	..	40	..	34	..	8	..	32	..	41	41	14	16	41	41	44	44	44	44	44	44
1449.	10	2	10	1	10	1	10	1	9	2	12	..	10	1	9	26	20	8	9	1	8	2	9	9	9	9
1450.	26	..	26	..	26	..	26	..	26	..	16	..	16	..	26	16	16	16	26	26	19	7	26	26	26	26
1452.	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	16	16	16	16	16	16	16	16	16
1453.	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
1459.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1463.	5	3	4	..	4	..	4	1	6	8	4	1	7	..	6	..	8	..	5	..	10	..	9	10	9	10
1466.	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
1468.	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	16	..	18	..	16	..	18	..	18	..
1477.	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..
1486.	36	..	36	..	36	..	36	..	36	..	36	..	36	..	39	..	38	..	38	..	38	..	39	..	39	..
1487.	24	..	24	..	24	..	24	..	24	..	24	..	24	..	24	..	24	..	24	..	24	..	24	..	24	..
1491.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	19
1496.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1499.	7	..	7	1	6	..	8	..	8	..	44	..	44	..	8	..	8	..	44	..	44	..	44	..	44	..
1513.	60	10	70	..	70	..	70	..	70	..	8	..	8	..	70	..	60	..	8	..	70	..	70	..	70	..
1514.	..	..	9	8	11	1	10	2	10	2	9	8	10	2	10	2	10	2	12	..	10	2	11	10	10	2
1522.	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..
1526.	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..
1527.	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..
1529.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1531.	9	..	8	..	9	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..
1532.	19	..	19	..	19	..	19	..	19	..	9	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..
1533.	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..
1535.	..	4	12	..	12	..	12	..	12	..	12	..	12	..	..	..	..	..	12	..	..	..	12	..	12	..
1538.	..	16	15	..	15	..	18	..	18	..	18	..	18	..	18	..	18	..	14	..	14	..	14	..	14	..

Local Union No.	Question No. 42		Question No. 43		Question No. 44		Question No. 45		Question No. 46		Question No. 47		Question No. 48		Question No. 49		Question No. 50		Question No. 51		Question No. 52	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1430	20	..	20	..	20	16	20	..	20	16	20	16	20	16	20	16	20	16	20	16	20	16
1434	20	16	20	16	20	16	20	16	20	16	20	16	20	16	20	16	20	16	20	16	20	16
1442	60	..	60	..	9	51	50	10	58	2	57	3	52	18	49	11	49	11	60	..	60	..
1443	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15
1444	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18
1447	44	44	44	44	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
1449	8	1	8	1	9	9	7	2	5	4	9	8	8	1	7	2	8	1	9	7	7	2
1450	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26
1452	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16
1453	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9
1459	..	10	..	10	..	10	..	10	..	..	..	7	5	3	9	..	10	..	..	7	10	2
1463	9	..	6	..	9	..	7	..	7	..	1	1	5	8	9	..	9	..	2	7	7	2
1466	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10
1468	18	18	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16
1477	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11
1486	39	39	39	39	39	39	39	39	39	39	38	38	38	38	38	38	38	38	38	38	38	38
1487	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24
1491	..	44	..	44	..	44	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1496	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44
1499	8	8	8	8	8	8	7	7	8	7	7	7	5	7	7	7	8	7	7	7	7	7
1513	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70
1514	11	11	10	10	2	10	10	2	11	1	12	11	11	1	10	2	9	3	10	2	8	4
1522	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11
1526	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14
1527	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25
1529	..	8	..	8	..	8	..	..	21	..	21	8	21	..	21	..	21	..	21	..	21	..
1531	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19
1532	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11
1533	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8
1535	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14

Local Union No.	Question No. 53		Question No. 54		Question No. 55		Question No. 56		Question No. 57		Question No. 58		Question No. 59		Question No. 60		Question No. 61		Question No. 62	
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1430	18	2	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..
1434	15	2	18	..	18	..	18	..	18	..	18	..	17	1	18	..	19	..	19	..
1442	54	6	60	..	60	..	60	..	60	..	60	..	60	..	60	..	60	..	60	..
1443	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
1444	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..
1447	30	..	26	..	26	..	26	..	26	2	26	..	26	..	26	..	26	6	26	..
1449	..	9	8	1	9	..	8	1	9	..	9	..	9	..	9	..	8	1	9	..
1450	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..
1452	16	..	16	..	16	..	16	..	16	..	16	..	16	..	15	..	15	..	15	..
1453	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
1459	..	..	..	..	10	..	..	..	10	..	..	..	..	..	..	..	10	..	..	..
1463	9	..	9	..	6	3	9	..	9	..	7	2	9	..	5	4	7	2	9	..
1466	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
1468	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..
1477	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..
1486	38	..	38	..	38	..	38	..	39	..	39	..	38	..	24	..	38	..	38	..
1487	..	24	24	..	..	24	..	..	24	..	24	..	24	..	24	..	24	..	24	..
1491	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1496	44	..	44	..	..	..	..	..	44	..	..	44	..	..	44	..	44	..	44	..
1499	5	..	8	..	7	..	8	..	8	..	8	..	8	..	7	..	8	..	7	..
1513	70	..	70	..	70	..	70	..	70	..	70	..	70	..	70	..	70	..	70	..
1514	12	..	10	2	9	8	11	1	12	..	6	..	12	..	7	5	12	..	12	..
1522	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..
1526	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..
1527	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..
1529	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..
1531	..	9	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..
1532	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..
1533	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..
1535	6	1	5	2	2	7	..	4	3	..	4	8	1	5	..	7	3	5	..	..
1538	11	1	11	1	17	7	..	17	15	..	17	1	14	..	12	3	17	..	17	1

Local Union No.	QUESTION No. 63				Question No. 64		Question No. 65		QUESTION No. 66				Question No. 67		Question No. 68		Question No. 69		Question No. 70		
	No. 1		No. 2		For	Against	For	Against	No. 1	No. 2		No. 3		For	Against	For	Against	For	Against	For	Against
	For	Against	For	Against						For	Against	For	Against								
430	20	19	2	58	20	21	20	21	20	21	20	21	20	21	20	21	20	21	20	21	
434	53	7	60	15	21	34	41	15	19	49	11	60	16	60	1	60	1	60	15	20	
442	15	18	15	18	26	18	26	18	26	18	26	18	26	18	26	18	26	18	26	15	
443	15	18	15	18	26	18	26	18	26	18	26	18	26	18	26	18	26	18	26	15	
444	15	18	15	18	26	18	26	18	26	18	26	18	26	18	26	18	26	18	26	15	
447	15	18	15	18	26	18	26	18	26	18	26	18	26	18	26	18	26	18	26	15	
449	7	2	26	9	26	8	26	9	26	5	4	26	7	26	1	26	9	26	9	26	
450	26	15	26	15	26	15	26	15	26	15	26	15	26	15	26	15	26	15	26	26	
452	15	18	15	18	26	18	26	18	26	18	26	18	26	18	26	18	26	18	26	15	
453	9	10	9	10	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	10	
459	2	7	9	10	9	7	9	9	9	9	9	9	9	9	9	9	9	9	9	10	
463	10	16	10	16	10	16	10	16	10	16	10	16	10	16	10	16	10	16	10	4	
466	16	11	16	11	16	11	16	11	16	11	16	11	16	11	16	11	16	11	16	10	
468	11	38	11	38	11	38	11	38	11	38	11	38	11	38	11	38	11	38	11	16	
477	11	38	11	38	11	38	11	38	11	38	11	38	11	38	11	38	11	38	11	11	
486	38	24	38	24	38	24	38	24	38	24	38	24	38	24	38	24	38	24	38	36	
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QUESTION No. 6

QUESTION NO. 6																							
Question No. 1		Question No. 2		Question No. 3		Question No. 4		Question No. 5		Section No. 1		Section No. 2		Section No. 3		Section No. 4		Section No. 5		Section No. 6		Section No. 7	
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QUESTION No. 3																										
Local Union No.	Question No. 7	Article I						Article II						Question No. 9												
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Local Union No.	Question No. 10		Question No. 11		Question No. 12		Question No. 13		Question No. 11		QUESTION No. 15										Question No. 16					
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1541.	12	12	10	12	10	12	10	12	10	12	10	12	10	12	10	12	10	12	10	12	10	12	10	12	10	12
1544.	16	16	10	16	10	16	10	16	10	16	10	16	10	16	10	16	10	16	10	16	10	16	10	16	10	16
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1563.	141	107	10	64	10	64	10	64	10	64	10	159	10	159	10	159	10	159	10	159	10	159	10	159	10	159
1565.	15	28	10	177	10	177	10	177	10	177	10	28	10	28	10	28	10	28	10	28	10	28	10	28	10	28
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1585.	26	26	10	18	10	18	10	18	10	18	10	18	10	18	10	18	10	18	10	18	10	18	10	18	10	18
1586.	73	73	10	26	10	26	10	26	10	26	10	26	10	26	10	26	10	26	10	26	10	26	10	26	10	26
1589.	22	22	10	26	10	26	10	26	10	26	10	50	10	50	10	50	10	50	10	50	10	50	10	50	10	50
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1626.	21	21	10	21	10	21	10	21	10	21	10	21	10	21	10	21	10	21	10	21	10	21	10	21	10	21

QUESTION No. 24

Local Union No.	Question No. 17		Question No. 18		Question No. 19		Question No. 20		Question No. 21		Question No. 22		Question No. 23		QUESTION No. 24			
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QUESTION No. 24 Continued				QUESTION No. 25				QUESTION No. 26				Question No. 27		Question No. 28		QUESTION No. 29			
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1551..	9	9	9	12	12	12	9	12	12	12	12	12	12	12	12	12	12	12	12
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1563..	10	8	8	14	14	14	10	13	13	13	13	13	13	13	13	13	13	13	13
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1591..	306	306	306	306	306	306	306	306	306	302	275	302	275	264	264	264	264	264	264
1596..	18	18	16	16	16	16	18	16	16	16	16	16	16	16	16	16	16	16	16
1598..	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10
1602..	2	11	10	9	8	8	2	8	8	8	8	8	8	8	8	8	8	8	8
1605..	5	3	11	9	8	8	5	8	8	8	8	8	8	8	8	8	8	8	8
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1610..	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19
1621..	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21
1625..	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21
1626..	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21

Local Union No.	Question No. 29 Con- tinued		Question No. 30		Question No. 31		Question No. 32		Question No. 33		Question No. 34		Question No. 35		Question No. 36		Question No. 37		Question No. 38		Question No. 39		Question No. 40		Question No. 41		
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	
1539.	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	
1541.	..	14	..	14	..	..	14	..	..	14	..	..	13	..	..	14	..	..	12	..	..	14	..	..	14	..
1544.	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	
1547.	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	
1548.	70	1	70	1	71	..	69	2	14	57	1	70	..	36	..	36	..	40	..	41	..	43	2	45	..		
1551.	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	
1553.	9	..	9	..	9	..	4	5	9	..	5	4	9	..	9	..	..	..	9	..	9	..	9	..	7	..
1555.	..	28	..	28	28	28	28	28	..	28	28	28	..	28	..
1558.	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	
1563.	..	21	..	21	20	10	8	..	11	..	21	..	13	..	4	8	..	1	..
1565.	137	..	63	..	161	..	117	..	170	15	183	5	141	..	143	..	9	..	147	..	175	..	190	..	87	..	
1568.	..	..	..	..	..	..	..	..	24	6	30	2	31	..	31	..	..	..	31	..	22	..	31	..	31	..
1570.	30	2	30	2	32	..	32	..	11	..	11	..	11	..	11	..	..	..	11	..	11	..	11	..	11	..
1582.	26	..	26	..	26	..	26	..	6	20	26	..	26	..	26	..	..	..	26	..	26	..	26	..	26	..
1584.	32	..	32	..	32	..	32	..	32	..	32	..	32	..	32	..	..	..	32	..	32	..	32	..	32	..
1585.	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	2	..	8	..	8	..	8	..	8	..	
1586.	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..	27	..	
1589.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	51	1	40	12	..	..	..	..
1591.	23	..	23	..	23	..	23	..	1	22	23	..	23	..	23	..	..	..	23	..	23	..	23	..	23	..
1593.	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	..	..	22	..	22	..	22	..	22	..
1596.	264	..	153	..	251	..	250	..	250	..	245	..	241	..	226	1	225	..	225	..	224	..	208	..	200	..	
1598.	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	
1602.	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	
1605.	8	..	8	..	8	..	8	..	8	..	1	7	8	..	8	..	7	..	8	..	6	..	6	..	6	..	
1609.	
1610.	8	..	8	..	8	..	7	..	7	..	7	..	7	..	8	..	8	6	8	..	8	..	8	..	
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1621.	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	
1625.	
1626.	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	

[illegible]

Local Union No.	Question No. 53		Question No. 54		Question No. 55		Question No. 56		Question No. 57		Question No. 58		Question No. 59		Question No. 60		Question No. 61		Question No. 62	
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1541	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..
1542	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
1544	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..
1547	48	..	48	..	48	..	48	..	48	..	48	..	48	..	48	..	48	..	48	..
1548	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
1551	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
1553	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..
1555	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..
1558	4	..	4	..	4	..	4	..	4	..	4	..	4	..	4	..	4	..	4	..
1563	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..
1565	34	..	34	..	39	..	39	..	40	..	39	..	39	..	41	..	45	..	42	..
1568	29	..	29	..	29	..	29	..	28	..	28	..	27	..	27	..	27	..	27	..
1570	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..
1571	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..
1582	32	..	32	..	32	..	32	..	32	..	32	..	32	..	32	..	32	..	32	..
1584	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..
1585	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..
1586	23	..	23	..	23	..	23	..	22	..	22	..	23	..	23	..	23	..	23	..
1589	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..
1591	108	..	108	..	103	..	103	..	109	..	101	..	108	..	93	..	96	..	..	..
1593	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..
1596	7	..	7	..	6	..	6	..	6	..	6	..	6	..	6	..	6	..	6	..
1598	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
1602	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..
1605	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..
1609	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
1610	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..
1615	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1621	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1625	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1626	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..

Local Union No.	QUESTION No. 63				Question No. 64	QUESTION No. 66				Question No. 67				Question No. 68				Question No. 69				Question No. 70			
	No. 1		No. 2			No. 1		No. 2		No. 3		No. 1		No. 2		No. 3		No. 1		No. 2		No. 3			
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1539	7	3	10	..	10	5	8	2	7	3	10	..	9	1	10	..	10	..	10	..	10	..			
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1544	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..			
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1563	3	..	7	5	6	7	4	..	6	..	12	..	8	..	9	..	9	..	9	..	9	..			
1565	34	..	44	..	36	33	35	..	35	..	43	..	38	..	41	..	41	..	42	..	42	..			
1568			
1570	27	..	27	..	27	27	27	..	27	..	25	..	26	..	26	..	26	..	26	..	26	..			
1571	11	..	11	..	11	11	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..			
1582	20	..	20	..	20	20	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..			
1584	32	..	32	..	32	32	32	..	32	..	32	..	32	..	32	..	32	..	32	..	32	..			
1585	8	..	8	..	8	8	8	..	8	..	2	..	6	..	8	..	8	..	8	..	8	..			
1586	27	..	27	..	27	27	27	..	27	27	..	27	..	27	..	27	..	27	..			
1589	52	..	52	..	52			
1591	23	..	23	..	23	23	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..			
1593	22	..	22	..	22	22	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..			
1596	93	..	91	..	90	94	90	..	90	..	94	..	86	..	89	..	89	..	90	..	90	..			
1598			
1602	8	..	8	..	8	8	8	..	8	8	..	8	..	8	..	8	..	8	..			
1605	6	..	6	..	6	6	6	..	6	..	6	..	6	..	6	..	6	..	6	..	6	..			
1609	12	..	12	..	12	12	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..			
1610	8	..	8	..	8	3	8	..	8	..	7	..	8	..	8	..	8	..	8	..	8	..			
1615	30	..	30	..	30	30	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..			
1621	9	9	9	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..			
1625			
1626	21	..	21	..	21	21	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..			

QUESTION No. 6

QUESTION No. 6																								
Question No. 1	Question No. 2		Question No. 3		Question No. 4		Question No. 5		Section No. 1		Section No. 2		Section No. 3		Section No. 4		Section No. 5		Section No. 6		Section No. 7			
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1633..	22	..	22	..	22	..	22	22		
1635..	115	..	115	119	119	..	2	119	..	119	119	..	119	..	119	..	119	..	119	..		
1637..	17	..	15	17	2	5		
1641..	26	..	16	..	9	13	..	27	..	27	..	..	74	..	74	..	74	..	74	..	74	..
1650..	75	..	75	75	74	1	1	74	1	74	1	1	74	1	74	1	74	1	74	1	74	1		
1653..	157	..	157	157	157	..	158	158	..	158	..	..	158	..	158	..	158	..	158	..	158	..
1659..	22	..	11	7	10	11	12	11	12	11	12	11	12	11	14	8	15	7	11	11	10	12		
1665..	29	1	4	29	15	29	29	28	..	30	..	..	30	..	30	..	30	..	30	..	30	..
1666..	25	..	24	25	25	10	24	24	..	24	..	..	22	..	22	..	22	..	22	..	23	1
1667..	23	1	..	24	..	24	4	6	18	..	24	20	6	18	..	23	5	19	..	23	..			
1668..	23	..	19	..	10	..	..	..	12	..	12	12	..	12	..	12	..	12	..	12	..	
1669..	71	..	71	71	71	6	71	71	..	71	..	..	71	..	71	..	71	..	71	..	71	..
1674..	20	10	16	11	11	18	10	20	10	20	10	10	20	10	20	10	20	10	20	10	18	10		
1675..	..	8	..	8	8	..	..	..	8	..	8	8	..	8	..	8	..	8	..	8	..	8
1680..	17	1	2	17	..	12	12	10	..	2	10	..	10	..	12	2	13	..	9	..	14	..		
1682..	11	..	11	..	11	..	6	11	..	11	..	..	11	..	11	..	11	..	11	..	11	..
1684..	50	..	50	50	50	..	..	50	..	50	..	..	50	..	50	..	50	..	50	..	50	..
1689..	36	..	36	36	36	..	36	36	..	36	..	36	36	..	36	..	36	..	36	..	35	..		
1691..	27	..	30	..	26	3	24	17	..	24	..	..	17	..	19	..	19	..	19	..	19	..
1692..	12	..	13	14	4	5	4	10	..	1	4	10	..	7	2	6	35	..	10	..	9	..		
1693..	62	..	65	2	40	..	13	40	..	25	13	40	..	6	..	65	35	..	60	2	12	10		
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1709..	42	..	45	1	10		
1710..	11	..	11	11	10		
1712..	12	..	10	..	10		
1715..	20	..	21	21	..	21	21	..	21	..	21	..	21	..	21	..		
1717..	170	..	173	175	..	177	184	..	184	..	184	184	..	184	..	184	..	184	..	184		
1718..	10	..	8	9	..	9	..	10	..	9	..	..	10	..	9	..	9	..	9	..	9	..
1720..	..	..	14	..	14	..	14	..	14	..	14	..	..	..	14	..	14	..	14	..	13	1

QUESTION No. 8																							
Local Union No.	Question No. 7	Article I								Article II								Question No. 9					
		Section No. 1				Section No. 2				Section No. 3				Section No. 4									
		For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against								
1631..	13	..	4	..	22	..	4	..	22	..	4	..	22	..	4	..	22	..	14	Against			
1633..	22	..	..	..	119	..	..	..	119	..	..	..	119	..	..	..	119	..	24	For
1635..	119	..	..	..	119	..	..	..	119	..	..	..	119	..	..	..	119	..	129	For
1637..	..	..	..	..	16	1	..	..	17	..	..	..	17	..	..	..	17	..	17	For
1641..	27	..	..	..	27	..	..	..	27	..	..	..	27	..	..	..	27	..	27	For
1650..	75	..	..	..	75	..	..	..	75	..	..	..	75	..	..	..	75	..	74	For
1653..	158	..	..	..	158	..	..	..	158	..	..	..	158	..	..	..	158	..	1	For
1659..	12	10	13	9	12	12	9	11	10	11	10	11	10	11	10	11	10	11	158	For			
1665..	29	1	30	..	28	30	..	29	30	..	30	..	30	..	30	..	30	..	18	For			
1666..	11	13	24	..	24	24	..	23	1	24	..	24	..	23	1	10	14	24	26	For			
1667..	..	12	2	22	1	23	7	17	13	11	13	9	17	4	18	21	21	21	24	For			
1668..	71	..	6	..	1	..	1	13	..	13	..	13	..	12	..	21	4	21	21	For			
1669..	71	71	18	10	18	10	18	10	18	10	18	10	18	10	18	10	18	10	71	For			
1674..	18	10	18	10	18	10	18	10	18	10	18	10	18	10	18	10	18	10	18	10	For		
1675..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	10	8	For		
1680..	17	..	7	..	2	..	2	..	2	1	2	..	2	11	2	11	2	14	For		
1682..	11	11	..	11	..	11	..	11	..	For		
1684..	50	50	50	..	50	50	..	50	..	50	..	50	..	For		
1689..	36	..	36	..	36	36	..	36	..	36	..	36	..	36	..	36	..	36	..	For	
1691..	19	..	7	..	15	3	6	7	6	6	..	6	..	8	7	6	5	16	16	16	..	For	
1692..	14	..	7	..	6	..	3	..	6	1	2	..	4	..	4	..	11	11	..	For	
1693..	68	..	16	..	1	11	20	..	25	30	..	12	..	10	..	70	70	..	For	
1695..	16	45	40	..	40	40	..	For	
1697..	2	13	15	..	15	2	13	15	..	3	12	2	13	15	10	..	For	
1709..	5	..	For	
1710..	9	11	11	..	11	For	
1712..	9	..	9	..	9	9	..	9	..	9	..	8	..	8	..	8	..	9	..	For	
1715..	21	..	21	..	21	21	..	21	..	21	..	21	..	21	..	21	..	21	..	For	
1717..	184	..	184	..	184	..	184	..	184	..	184	..	184	..	188	..	188	..	188	..	188	..	For
1718..	9	..	9	..	9	9	..	9	..	9	..	9	..	9	..	9	..	9	..	For	
1720..	14	..	14	..	13	13	..	13	13	..	13	..	13	..	13	..	13	..	For

Local Union No.	QUESTION No. 15										Question No. 16	
	Question No. 10		Question No. 11		Question No. 12		Question No. 13		Question No. 14		No. 1	
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1633.	22	..	22	..	22	..	22	..	22	..	22	..
1635.	129	..	129	..	129	..	129	..	129	..	129	..
1637.
1641.	27	..	27	..	27	..	27	..	27	..	27	..
1650.	75	..	75	..	75	..	75	..	75	..	75	..
1653.	158	..	158	..	158	..	158	..	158	..	158	..
1659.	13	8	18	3	18	3	19	2	3	8	11	11
1665.	30	..	30	..	30	..	30	..	44	..	44	..
1666.	24	..	22	2	22	2	24	..	18	2	18	2
1667.	8	12	4	17	10	11	15	5	21	3	20	3
1668.	21	..	21	..	21	..	21	..	12	8	12	8
1669.	71	..	71	..	71	..	71	..	21	..	21	..
1674.	18	10	18	10	18	10	18	10	71	..	71	..
1675.	..	8	..	8	..	8	..	8	10	18	10	18
1680.	3	..	..	..	..	..	..	..	..	..	..	..
1682.	11	..	11	..	11	..	11	..	1	19	1	19
1684.	50	..	50	..	50	..	50	..	11	..	11	..
1689.	36	..	36	..	36	..	36	..	50	..	50	..
1691.	17	..	14	..	16	..	17	..	36	..	36	..
1692.	8	..	5	..	9	..	10	..	11	..	11	..
1693.	40	..	20	..	80	..	75	..	5	..	10	1
1695.	..	15	..	14	..	..	31	..	69	..	60	..
1697.	..	..	..	..	..	..	..	..	56	..	56	..
1709.	9	..	..	..	..	..	..	..	14	1	15	1
1710.	9	..	..	..	..	..	..	..	40	3	40	3
1715.	21	..	..	..	..	..	..	..	12	1	12	1
1717.	..	188	..	189	..	..	..	..	..	..	..	..
1718.	9	..	..	..	..	..	..	..	21	..	21	..
1720.	13	..	13	..	13	..	13	..	..	..	..	..

		QUESTION No. 24																								
		Question No. 17		Question No. 18		Question No. 19		Question No. 20		Question No. 21		Question No. 22		Question No. 23		No. 1		No. 2		No. 3		No. 4		No. 5		
Local Union No.		Question No. 17		Question No. 18		Question No. 19		Question No. 20		Question No. 21		Question No. 22		Question No. 23		No. 1		No. 2		No. 3		No. 4		No. 5		
		For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	
1631..	10	..	..	12	..	9	..	10	..	11	..	9	..	9	..	7	..	7	..	7	..	7	..	7	..
1633..	22	..	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..
1635..	99	..	..	99	..	99	..	89	..	69	..	69	..	69	..	69	..	59	..	59	..	49	..	49	..
1637..	17	..	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..
1641..	17	..	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..
1650..	74	1	74	1	74	1	74	1	74	1	74	1	74	1	74	1	74	1	74	1	74	1	74	1	74	1
1653..	158	..	..	158	..	158	..	160	..	60	..	60	..	60	..	60	..	60	..	60	..	60	..	60	..
1659..	11	10	11	4	7	4	7	7	4	4	7	8	3	11	1	1	10	2	9	3	8	5	4	11	..	
1665..	25	..	..	26	..	28	..	28	..	28	..	27	..	26	..	26	..	27	..	22	..	22	..	22	..
1666..	22	..	..	22	..	22	..	17	5	22	..	3	19	22	..	22	..	22	..	22	..	22	..	22	..
1667..	8	12	18	2	..	15	5	6	14	8	12	6	14	14	6	12	8	10	10	8	12	7	13	17	3	
1668..	15	..	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
1669..	71	..	..	71	..	71	..	71	..	71	..	71	..	71	..	71	..	71	..	71	..	71	..	71	..
1674..	15	10	15	9	15	10	15	15	10	15	10	15	10	15	10	15	10	12	10	12	12	12	12	12	10	
1675..	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	
1680..	..	2	..	2	..	..	8	..	2	5	..	4	1	10	..	3	..	1	10	2	5	16	..	16	..
1682..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1684..	50	..	..	50	..	50	..	50	..	..	..	50	..	50	..	50	..	50	..	50	..	50	..	50	..
1689..	36	..	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..
1691..	12	..	..	17	..	16	..	16	..	12	..	11	..	8	1	11	..	12	..	12	..	12	..	12	..
1692..	9	..	..	11	..	9	..	5	..	5	..	8	..	9	..	9	..	5	..	5	1	4	..	5	..
1693..	45	2	50	..	..	70	2	65	..	25	..	15	..	75	..	65	4	25	40	75	..	10	11	25	..
1695..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1697..	14	1	15	..	..	13	2	10	5	15	..	3	12	13	2	15	..	40	..	15	..	15	..	15	..
1709..	..	..	..	..	..	..	..	..	..	..	..	..	..	48	..	..	..	15	..	..	..	..	..	..	..
1710..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	12	..	10	..	..	12	..	12	..	12	..
1712..	9	..	9	..	5	2	..	2	5	9	..	9	..	9	..	8	..	8	..	8	..	8	..	8	..	
1715..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..
1717..	192	..	192	..	191	..	191	..	192	..	194	..	194	..	194	..	201	..	201	..	201	..	201	..	201	..
1718..	9	..	9	..	9	..	9	..	9	..	13	..	13	..	13	..	9	..	9	..	9	..	9	..	9	..
1720..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..

QUESTION No. 24 Continued				QUESTION No. 25				QUESTION No. 26				Question No. 27		Question No. 28		QUESTION No. 29							
No. 6		No. 7		No. 1		No. 2		No. 3		No. 1		No. 2		No. 3		No. 1		No. 2		No. 3		No. 4	
For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1631..	7	..	..	10	..	10	..	10	..	10	..	10	..	11	..	4	2	4	2	4	2	4	2
1633..	22	..	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..
1635..	49	..	..	39	..	39	..	39	..	39	..	39	..	29	..	29	..	29	..	29	..	29	..
1637..	17	..	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..
1641..	17	..	..	12	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..
1650..	74	1	1	74	1	74	1	74	1	74	1	74	1	74	1	74	1	74	1	74	1	74	1
1653..	60	60	60	60	60	60	60	60	60	60	60	60	60	60	60	60	60	60	60	60	60	60	60
1659..	3	8	6	7	5	5	6	5	6	5	6	6	5	10	1	3	8	3	9	3	8	3	8
1665..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1666..	22	..	..	22	..	22	..	22	..	22	..	22	..	22	..	10	12	22	..	17	5	22	..
1667..	14	6	2	13	7	15	5	14	6	14	6	12	8	20	..	8	12	16	4	6	14	12	8
1668..	15	..	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
1669..	71	..	..	71	..	71	..	71	..	71	..	71	..	71	..	71	..	71	..	71	..	71	..
1674..	12	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	..
1675..	..	8	8	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..
1680..	..	12	..	1	11	13	..	7	1	12	..	12	..	..	..	8	..	..	1	..	1	9	..
1682..	..	..	..	..	..	..	..	11	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1684..	50	..	..	50	..	50	..	50	..	50	..	50	..	50	..	50	..	50	..	50	..	50	..
1689..	36	..	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..
1691..	12	..	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
1692..	5	..	..	7	1	10	1	11	..	9	..	9	..	6	..	5	..	2	..	4	..	8	..
1693..	15	..	..	62	1	70	2	40	1	25	3	35	..	35	..	25	..	40	..	10	..	50	..
1695..	15	..	..	17	..	24	9	15	..	15	..	15	..	15	..	13	..	24	..	24	..	24	..
1697..	15	..	..	15	..	15	..	15	..	15	..	15	..	15	..	13	..	15	..	2	13	14	1
1709..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1710..	12	..	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	10	..	10	..	10	..
1712..	..	8	8	8	..	8	..	8	..	8	..	8	..	7	..	7	..	7	..	7	..	7	..
1715..	21	..	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..
1717..	..	201	201	..	201	..	201	..	201	..	201	..	201	..	204	..	21	206	..	206	..	21	207
1718..	..	5	4	..	9	..	9	..	9	..	9	..	7	..	..	..	..	..	..	..	..	..	9
1720..	12	1	1	13	..	4	9	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..

Local Union No.	Question No. 29 Con- tinued		Question No. 30		Question No. 31		Question No. 32		Question No. 33		Question No. 34		Question No. 35		Question No. 36		Question No. 37		Question No. 38		Question No. 39		Question No. 40		Question No. 41	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1631.	4	2	9	..	9	..	9	..	9	..	13	..	12	..	9	..	9	1	14	..	13	..	3	6	10	..
1633.	22	..	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	..	22	22	22	22	22	22	29	..
1635.	29	..	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	..	29	29	29	29	29	29	29	..
1637.	..	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	..	..	..	..	..	..	..	..	17	..
1641.	17	..	17	17	17	17	17	17	17	17	17	17	17	17	17	17	12	..	12	..	12	..	12	..	12	..
1650.	74	1	74	74	74	74	74	74	74	74	74	74	74	74	74	74	74	1	74	1	74	1	73	2	73	2
1653.	60	..	60	60	60	60	60	60	60	60	60	60	60	60	60	60	60	..	60	..	60	..	62	..	62	..
1659.	2	9	9	2	9	5	6	6	5	9	2	9	2	9	8	3	1	10	11	11	2	9	5	10	1	..
1665.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	28	..	..	..	28	..	29	..	..	..
1666.	22	..	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	..	22	..	22	..	22	..	22	..
1667.	7	13	9	11	4	13	19	1	17	2	17	1	18	..	14	4	19	19	15	4	19	..	17	2	17	2
1668.	15	..	..	15	..	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	14	..	14	..
1669.	71	..	71	..	71	..	71	..	71	..	71	..	71	..	71	..	71	..	71	..	71	..	71	..	71	..
1674.	10	..	10	10	10	10	10	10	10	10	5	5	10	..	10	..	10	8	10	..	10	..	10	..	10	..
1675.	8	..	8	..	8	8	13	1	13	8	7	8	4	..	17	..	..	18	14	3	16	8	8	..	8	..
1680.	3	..	12	..	7	..	..	..	..	..	7	3	..	..	..	..	..	..	..	..	13	..	11	1	11	..
1682.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1684.	50	..	50	..	50	..	..	..	..	..	50	..	50	..	50	..	11	..	50	..	50	..	50	..	50	..
1689.	36	..	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	..	36	..	36	..	36	..	36	..
1691.	16	..	16	16	16	16	12	12	12	12	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..
1692.	14	..	7	28	10	..	13	..	13	..	4	..	8	..	9	..	9	..	6	..	10	..	16	..	16	..
1693.	60	..	20	70	33	..	59	..	39	..	1	25	30	..	2	50	2	17	35	..	65	..	30	..	45	..
1695.	28	..	19	16	..	..	..	..	..	..	23	..	25	..	27	..	29	29	20	..	30	..	20	..	25	..
1697.	15	..	12	3	10	5	10	5	10	5	5	10	12	3	15	3	3	3	15	..	15	..	15	..	15	..
1709.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1710.	10	..	12	..	12	..	12	..	12	8	10	7	10	..	10	..	10	8	12	..	12	..	10	..	10	..
1712.	7	..	7	7	..	..	..	..	..	..	1	7	8	..	10	..	21	21	8	..	21	..	8	..	8	..
1715.	21	..	21	21	..	..	21	..	21	..	209	..	209	..	21	..	209	21	21	..	21	..	21	..	21	..
1717.	..	207	..	207	..	207	..	207	..	207	..	209	..	209	..	209	209	..	209	..	209	..	209	..	209	..
1718.	9	..	9	9	..	9	9	9	9	9	9	9	9	9	9	9	9	..	9	..	9	..	9	..	9	..
1720.	13	..	13	13	..	13	13	13	13	13	13	13	13	13	13	13	10	..	10	..	10	..	10	..	10	..

Local Union No.	Question No. 42		Question No. 43		Question No. 44		Question No. 45		Question No. 46		Question No. 47		Question No. 48		Question No. 49		Question No. 50		Question No. 51		Question No. 52	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1631	5	3	14	..	11	..	13	..	10	..	11	..	10	..	10	..	10	..	10	..	4	..
1633	17	2	29	..	19	..	29	..	29	..	19	..	29	..	29	..	29	..	29	..	29	..
1635	29	..	..	..	29	..	..	..	..	..	29	..	..	..	..	..	..	..	..	..	..	..
1637	17	..	..	..	..	..	..	..	..	..	17	..	..	..	..	..	..	..	..	..	..	..
1641	12	..	12	..	..	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
1650	73	2	74	1	74	1	74	1	74	1	74	1	74	1	74	1	74	1	74	1	74	1
1653	62	..	62	..	..	..	61	..	62	..	62	..	62	..	62	..	62	..	62	..	62	..
1659	4	7	10	1	11	..	10	1	2	9	11	..	2	9	3	8	8	3	11	..	9	2
1665	..	..	22	..	22	..	22	..	22	..	22	..	21	..	..	..	..	..	..	..	..	..
1666	22	..	6	12	..	..	2	15	7	6	..	..	5	7	1	1	2	..	1	1	1	21
1667	16	3	14	..	14	..	14	..	14	..	14	..	14	..	15	..	12	2	10	4	14	..
1668	14	..	71	..	71	..	71	..	71	..	71	..	71	..	14	..	14	..	14	..	14	..
1669	71	..	10	..	10	..	10	..	71	..	71	..	71	..	71	..	71	..	71	..	71	..
1674	10	..	10	..	10	..	10	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1675	8	..	8	..	8	..	8	..	..	..	8	..	8	..	..	..	..	..	..	..	..	..
1680	7	..	3	3	2	..	..	10	..	18	..	..	5	1	..	8	8	..	..	8	13	..
1682	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1684	50	..	50	..	50	..	50	..	50	..	50	..	50	..	50	..	50	..	50	..	50	..
1689	..	36	36	..	..	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..
1691	16	..	16	..	..	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..
1692	8	..	6	..	..	..	8	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1693	35	..	14	10	..	65	12	..	55	..	40	..	12	..	11	..	16	..	35	..	..	68
1695	25	..	17	..	..	..	30	..	20	3	16	..	15	..	11	..	21	..	26	..	22	..
1697	15	..	12	3	..	15	..	15	..	12	15	..	15	..	10	5	15	..	15	..	12	..
1709	..	..	43	..	..	..	..	..	..	..	..	..	..	..	10	..	42	..	..	..	..	..
1710	10	..	10	..	..	..	..	..	10	..	10	..	10	..	10	..	10	..	10	..	12	..
1712	8	..	8	..	9	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..
1715	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..
1717	209	..	209	..	209	..	209	..	209	..	209	..	209	..	209	..	209	..	209	..	209	..
1718	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
1720	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..

Local Union No.	Question No. 53		Question No. 54		Question No. 55		Question No. 56		Question No. 57		Question No. 58		Question No. 59		Question No. 60		Question No. 61		Question No. 62	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1631	6	..	6	..	6	..	6	..	6	..	10	..	7	..	7	..	11	..	10	..
1633	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	19	..
1635	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..
1637	..	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..
1641	12	..	9	3	5	4	12	..	7	3	12	..	12	..	9	1	12	..	74	12
1650	74	1	74	1	74	1	74	1	74	1	74	1	74	1	74	1	74	1	74	1
1653	62	..	62	..	62	..	62	..	62	..	62	..	62	..	62	..	62	..	62	..
1659	11	..	9	2	8	3	10	1	11	..	3	8	9	2	9	2	11	..	11	..
1665	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1666	..	22	21	1	13	9	21	1	22	..	22	..	19	3	17	5	22	..	4	18
1667	8	6	6	8	15	15	15	..	15	..	15	..	15	..	5	10	15	..	12	3
1668	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..
1669	..	71	71	..	71	..	71	..	71	..	71	..	71	..	71	..	71	..	71	..
1674	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1675	..	8	8	..	..	8	..	..	..	8	..	..	..	8	..	8	..	..	..	8
1680	7	..	17	..	4	2	6	..	..	12	..	11	..	6	4	9	..	..	2	6
1682	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1684	50	..	50	..	50	..	50	..	50	..	50	..	50	..	50	..	50	..	50	..
1689	..	38	1	37	37	37	16	..	37	..	37	..	37	..	37	..	39	..	38	..
1691	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..
1692	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1693	..	30	34	2	25	..	15	..	18	..	18	..	25	..	25	..	36	..	35	..
1695	8	..	16	..	16	..	15	..	23	..	22	..	25	..	22	..	26	..	12	..
1697	10	15	15	..	15	..	15	..	10	5	10	..	15	..	15	..	11	4	14	1
1709	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1710	10	..	10	..	10	..	10	..	42	..	11	..	10	..	10	..	10	..	10	..
1712	..	9	9	..	9	..	9	..	10	..	9	..	9	..	8	..	9	..	9	..
1715	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..
1717	..	209	..	209	..	209	..	..	..	209	..	..	..	..	..	209	..	..	..	209
1718	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
1720	..	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..

Local Union No.	QUESTION No. 63				Question No. 64	QUESTION No. 65				QUESTION No. 66						Question No. 67		Question No. 68		Question No. 69		Question No. 70	
	No. 1		No. 2			For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against		
	For	Against	For	Against	For																	Against	For
1631	10	..	10	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	14	..	14	..	
1633	19	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	
1635	29	..	17	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	
1637	73	2	73	2	73	2	73	2	73	2	73	2	73	2	73	2	73	2	73	2	
1641	62	..	62	..	62	..	62	..	62	..	62	..	62	..	62	..	62	..	62	..	
1650	73	..	9	2	10	1	11	..	11	..	11	..	11	..	11	..	11	..	10	1	8	..	
1653	62	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	
1659	11	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	
1665	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	
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1709	7	
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QUESTION No. 6

Local Union No.	Question No. 1		Question No. 2		Question No. 3		Question No. 4		Question No. 5		Section No. 1		Section No. 2		Section No. 3		Section No. 4		Section No. 5		Section No. 6		Section No. 7	
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QUESTION No. 8

Local Union No.	Question No. 7		Article I						Article II						Question No. 9									
	Section No. 1		Section No. 2		Section No. 3		Section No. 4		Section No. 5		Section No. 6		Section No. 1		Section No. 2		Section No. 3		Section No. 4		Against	For		
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QUESTION No. 24																						
Question No. 17	Question No. 18		Question No. 19		Question No. 20		Question No. 21		Question No. 22		Question No. 23		No. 1		No. 2		No. 3		No. 4		No. 5	
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QUESTION No. 24 Continued				QUESTION No. 25				QUESTION No. 26				QUESTION No. 27				QUESTION No. 28				QUESTION No. 29			
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1797..

Local Union No.	Question No. 29 Contd.		Question No. 30		Question No. 31		Question No. 32		Question No. 33		Question No. 34		Question No. 35		Question No. 36		Question No. 37		Question No. 38		Question No. 39		Question No. 40		Question No. 41		
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1736.	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	33	..	35	..	35	..	35	..	35	..	
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1767.	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	21	..	21	..	22	..	
1768.	17	..	17	..	17	..	17	..	17	..	17	..	18	..	18	..	10	2	17	..	17	..	17	..	17	..	
1770.	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	
1774.	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	9	1	10	..	10	..	10	..	10	..	
1775.	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	
1776.	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	
1779.	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	
1783.	26	..	26	..	26	..	26	..	3	..	26	..	26	..	26	..	26	..	26	..	24	..	24	..	24	..	
1785.	15	..	15	..	15	..	15	..	15	..	1	..	15	..	15	..	6	..	12	..	20	..	15	..	15	..	
1786.	100	..	100	..	100	..	100	..	130	..	100	1	59	30	80	99	..	
1788.	18	..	18	..	18	..	18	..	18	..	8	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	
1790.	187	..	182	..	180	..	181	..	181	..	12	..	180	..	184	..	8	181	..	6	189	..	6	..	183	..	
1792.	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	5	10	15	..	15	..	7	..	15	..	
1793.	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	
1794.	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	15	8	2	..	15	..	8	..	8	..	
1795.	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	10	..	10	..	10	..	10	..	10	..
1797.	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	

Local Union No.	Question No. 42		Question No. 43		Question No. 44		Question No. 45		Question No. 46		Question No. 47		Question No. 48		Question No. 49		Question No. 50		Question No. 51		Question No. 52	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1722	16	..	16	..	15	..	13	..	16	..	16	..	15	..	..	..	15	..	14	..	..	..
1723	9	..	9	..	9	..	9	..	9	..	9	..	9	..	..	..	9	..	9	..	9	..
1725	7	..	7	..	7	..	7	..	7	..	7	..	6	..	6	..	8	..	8	..	5	..
1731	..	18	..	18	..	18	..	..	18	..	..	18	..	..	18	..	18	..	18	..	18	..
1736	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1736	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..
1744	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..
1747	203	..	199	..	16	..	201	..	195	..	195	..	16	..	198	..	198	..	198	..	198	..
1748	42	..	52	..	..	..	52	..	3	..	52	..	52	..	..	..	52	..	..	..	52	..
1750	150	..	20	..	170	..	160	..	160	..	145	..	140	..	140	..	140	..	140	..	..	..
1753	1	..	11	..	..	..	11	..	9	..	2	..	5	..	9	..	6	..	..	..	..	..
1757	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1757	32	..	32	..	32	..	32	..	32	..	32	..	32	..	32	..	32	..	32	..	32	..
1760	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..
1762	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..
1766	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1767	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	19	..	19	..	19	..
1768	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..
1770	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
1774	10	..	9	..	9	..	9	..	7	..	9	..	9	..	10	..	10	..	9	..	..	..
1775	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..
1776	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..
1779	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..
1783	24	..	24	..	24	..	24	..	24	..	24	..	26	..	26	..	26	..	26	..	26	..
1785	15	..	6	..	8	..	8	..	10	..	6	..	6	..	6	..	9	..	9	..	..	..
1786	106	..	..	..	..	..	..	..	100	..	48	..	38	..	49	..	49	..	..	..	110	..
1788	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..
1790	181	..	174	..	171	..	172	..	155	..	161	..	162	..	60	..	62	..	163	..	162	..
1792	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
1793	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
1794	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..
1795	10	..	10	..	..	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
1797	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..

Local Union No.	Question No. 53		Question No. 54		Question No. 55		Question No. 56		Question No. 57		Question No. 58		Question No. 59		Question No. 60		Question No. 61		Question No. 62	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
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1723	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
1725	8	..	5	..	5	..	4	..	5	..	5	..	6	..	6	..	6	..	6	..
1731	..	18	..	18	..	18
1736
1744	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..
1747	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..
1747	204	..	204	..	204	..	204	..	204	..	207	..	207	..	207	..	207	..	193	..
1748	1	51	51	1	52	..	52	..	52	..	52	..	..	52	..	52	..	..	52	..
1750	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1753	9	..	7	..	5	..	7	..	6	..	8	..	10	..	8	..	8	..	..	10
1757	..	32	..	32	..	32	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1760	31	..	31	..	31	..	31	..	32	..	32	..	32	..	32	..	32	..	31	..
1762	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..
1766	..	16	..	16	..	16	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1767	19	..	16	..	16	..	16	..	16	..	16	..	16	..	15	..	16	..	15	..
1768	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..
1770	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
1774	9	..	9	..	8	..	9	..	10	..	4	..	5	..	..	10	10	..	10	..
1775	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1776	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	18	..
1779	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	11	..
1783	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..	17	..
1785	9	..	9	..	9	..	8	..	10	..	15	..	15	..	15	..	15	..	26	..
1786	28	11	39	14	..	..	..	..	6	..	..	..	12	..	50	10	..	..	15	..
1788	8	..	8	..	8	..	..	..	8	..	8	..	8	..	50	8	..	..	18	..
1790	43	102	158	..	140	..	142	..	149	..	152	..	158	..	59	68	..	..	163	..
1792	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
1793	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
1794	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..
1795	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
1797	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..

Local Union No.	QUESTION No. 63			Question No. 64		QUESTION No. 65			QUESTION No. 66						Question No. 67		Question No. 68		Question No. 69		Question No. 70				
	No. 1		No. 2	Question No. 64		Question No. 65		No. 1		No. 2	No. 3	Question No. 67		Question No. 68		Question No. 69		Question No. 70							
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against							
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1723	6	18	35	16	196	52	1751	8	32	31	16	14	17	10	18	11	17	26	15	20	18	165	15	15	15
1725							1753	8	32	31	16	14	17	10	18	11	17	26	15	20	18	165	15	15	15
1731	35	16	193	52	1750	8	32	31	16	14	17	10	18	11	17	26	15	20	18	165	15	15	15	15	15
1736	35	16	193	52	1750	8	32	31	16	14	17	10	18	11	17	26	15	20	18	165	15	15	15	15	15
1744	16	196	52	1750	8	32	31	16	14	17	10	18	11	17	26	15	20	18	165	15	15	15	15	15	15
1747	193	52	1750	8	32	31	16	14	17	10	18	11	17	26	15	20	18	165	15	15	15	15	15	15	15
1748							1753	8	32	31	16	14	17	10	18	11	17	26	15	20	18	165	15	15	15
1753							1757	8	32	31	16	14	17	10	18	11	17	26	15	20	18	165	15	15	15
1757	32	31	16	14	17	10	18	11	17	26	15	20	18	165	15	15	15	15	15	15	15	15	15	15	15
1760	31	16	14	17	10	18	11	17	26	15	20	18	165	15	15	15	15	15	15	15	15	15	15	15	15
1762	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16
1766							1762	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16
1767	14	14	14	14	14	14	1766	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14
1768	17	17	17	17	17	17	1767	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17
1770	10	10	10	10	10	10	1768	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17
1774							1770	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10
1775	18	18	18	18	18	18	1774																		
1776	11	11	11	11	11	11	1775	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18
1779	17	17	17	17	17	17	1776	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11
1783	26	26	26	26	26	26	1779	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17
1785	15	15	15	15	15	15	1783	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26
1786	10	90	20	15	20	15	1785	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15
1788	18	18	18	18	18	18	1786	10	90	20	15	20	15	20	15	20	15	20	15	20	15	20	15	20	15
1790	165	165	165	165	165	165	1788	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18
1792	15	15	15	15	15	15	1790	165	165	165	165	165	165	165	165	165	165	165	165	165	165	165	165	165	165
1793	15	15	15	15	15	15	1792	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15
1794	8	8	8	8	8	8	1793	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15
1795	10	10	10	10	10	10	1794	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8
1797	11	11	11	11	11	11	1795	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10
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QUESTION No. 6

QUESTION No. 6																								
Local Union No.	Question No. 1		Question No. 2		Question No. 3		Section No. 1		Section No. 2		Section No. 3		Section No. 4		Section No. 5		Section No. 6		Section No. 7					
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against				
1799..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	17	1				
1807..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..				
1811..	20	1	21	14	17	2	20	1	20	..	18	..	16	4	21	..	21	..	20	..				
1813..	25	1	26	25	4	11	24	..	19	1	17	..	25	..	21	..	22	..	24	..				
1817..	22	22	..	22	..	20	..	19	..	20	..	20	..	20	..	20	..	24	..			
1820..	13	..	12	4	5	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..				
1821..	20	..	23	13	..	20	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..			
1824..	32	..	36	16	3	1	39	..	39	..	39	..	39	..	39	..	39	..	39	..				
1829..	10	10	10	..	10	..	10	10	10	10	10	10	10	10	10	10	10	10	10	10				
1831..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..				
1832..	66	..	62	8	16	66	60	5	60	5	60	5	60	5	60	5	60	5	60	5				
1835..	3	22	22	21	..	21	27	..	22	..	22	..	22	..	24	..	24	..	24	..				
1838..	40	..	40	40	..	40	40	..	40	..	40	..	40	..	40	..	40	..	40	..				
1839..	..	..	..	6	..	..	5	..	5	..	6	..	..	..	5	..	5	..	5	..
1841..	12	..	12	10	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1846..	22	..	25	21	..	20	19	..	2	..	1	..	5	..	19	..	11	..	11	..				
1850..	12	..	12	12	..	..	11	..	11	..	11	..	11	..	43	..	43	..	43	..		
1856..	43	..	43	43	..	..	43	..	43	..	43	..	43	..	12	..	12	..	12	..		
1858..	8	4	12	12	12	12	11	1	12	..	12	..	12	..	12	..	12	..	12	..				
1861..	17	..	16	17	17	16	17	..	17	..	17	..	17	..	17	..	17	..	17	..				
1865..	13	..	..	13	..	13	13	..	13	..	13	..	13	..	13	..	13	..	13	..		
1868..	53	..	53	53	..	53	53	..	53	..	53	..	53	..	53	..	53	..	53	..				
1873..	17	..	15	2	17	..	2	14	2	14	15	1	15	1	13	3	14	2	12	1				
1874..	22	..	23	4	14	4	7	11	10	11	27	1	24	..	20	..	20	..	19	..				
1875..	10	..	10	10	10	10	10	..	10	..	10	..	10	..	10	..	10	..	10	..				
1879..	45	..	45	..	..	..	45	..	45	..	45	..	45	..	45	..	45	..	45	..	
1880..	10	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..			
1883..	9	..	9	9	..	9	..	9	9	..	9	9	9	9	9	9	9	9	9	9				
1885..	29	..	34	..	10	19	..	32	7	17	32	..	32	..	30	..	30	..	31	..				
1889..	19	..	16	20	..	20	..	20	7	9	16	3	16	..	15	2	16	1	20	..				
1895..	..	10	10	..	10	..	10	..	..	10	10	..	..	10	10	..	10	..	10	..

QUESTION No. 8

Local Union No.	Question No. 7		Article I						Article II						Question No. 9											
	For	Against	Section No. 1		Section No. 2		Section No. 3		Section No. 4		Section No. 5		Section No. 6		Section No. 1		Section No. 2		Section No. 3		Section No. 4		For	Against		
			For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against						
1799..	18	..	15	3	18	..	18	..	12	6	16	2	16	2	16	25	18	2	16	2	16	25	18	..	18	
1807..	25	..	25	..	25	..	25	..	17	..	25	..	25	..	25	..	20	..	..	25	..	25	..	25	..	25
1811..	20	..	20	..	20	..	16	2	23	..	19	..	19	..	20	..	20	..	..	20	..	20	..	20	..	19
1813..	26	..	26	..	26	..	11	12	..	..	25	2	25	..	21	2	7	10	..	22	..	22	..	22	..	27
1817..	20	..	20	..	20	..	22	..	..	..	22	..	22	..	22	..	20	2	..	13	..	13	..	14	..	23
1820..	14	..	14	..	13	..	13	13	..	13	..	13	..	23	23	..	23	..	23	..	23
1821..	23	..	23	..	23	..	23	23	..	23	..	23	..	39	39	..	39	..	36	..	36
1824..	42	..	40	..	40	..	39	39	..	39	..	39	10	..	10
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1832..	65	..	5	60	5	60	5	60	5	60	12	..	16	15	..	17	..	18	..	18
1835..	24	..	15	..	11	..	8	1	11	..	11	..	40	..	40	40	..	40	..	40	..	40
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1846..	20	..	20	..	19	13	18
1850..	12	..	11	1	12	..	12	..	12	..	12	..	12	..	12	..	12	12	..	12	..	13	..	13
1856..	43	..	43	..	43	..	43	..	43	..	43	..	43	..	43	..	43	43	..	43	..	43	..	43
1858..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	9	3	..	12	..	12	..	12	..	12
1861..	17	..	15	2	17	..	17	..	17	..	17	..	17	..	17	..	17	..	..	17	..	17	..	17	..	17
1865..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	..	13	..	13	..	13	..	13
1868..	53	..	53	..	53	..	53	..	53	..	53	..	53	..	53	..	52	..	..	52	..	52	..	53	..	53
1873..	12	1	12	1	12	1	12	2	12	..	12	2	12	..	11	1	1	..	..	11	1	1	..	12	..	12
1874..	15	1	12	5	15	2	16	2	18	1	16	3	13	2	15	2	9	3	..	12	4	16	..	18	..	18
1875..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	..	10	..	10	..	10	..	10
1879..	45	..	45	..	45	..	45	..	45	..	45	..	45	..	45	..	45	..	..	45	..	45	..	45	..	45
1880..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	..	10	..	10	..	10	..	10
1883..	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	..	9	..	9	..	9	..
1885..	31	..	26	..	30	..	24	19	27	14	30	..	30	..	28	10	31	28	10	34	9	31	..	31
1889..	13	..	16	3	14	..	13	4	17	10	12	3	12	..	14	..	14	19	..	16	8	20	..	20
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Local Union No.	Question No. 10		Question No. 11		Question No. 12		Question No. 13		Question No. 14		QUESTION No. 15										Question No. 16						
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1807.	25	..	25	..	25	..	25	..	25	..	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	..
1811.	18	..	19	..	20	..	19	..	19	2	19	2	19	19	2	19	2	19	19	19	2	19	2	19	2	17	..
1813.	18	..	25	27	27	27	23	2	27	27	28	28	28	22	28	28	28	28	28	28	28	28	28	28	27	27	..
1817.	22	..	22	..	22	..	22	..	22	4	22	6	22	22	22	22	22	22	22	22	22	22	22	22	22	22	..
1820.	13	..	13	..	13	..	13	..	13	4	10	6	10	16	2	14	4	11	6	11	6	11	6	11	2	13	..
1821.	23	..	23	..	23	..	3	..	21	2	20	3	21	10	9	10	13	10	13	10	13	10	13	10	23	23	..
1824.	41	..	36	..	38	..	34	..	29	9	29	9	29	29	9	29	9	29	29	29	9	29	9	29	29	20	..
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1831.	27	..	27	..	27	..	27	..	60	3	60	3	60	60	3	60	3	60	60	60	3	60	3	60	60	61	..
1832.	62	2	64	..	64	..	64	..	1	12	1	8	1	11	..	9	3	1	12	..	12	..	12	..	11	11	..
1835.	11	..	10	..	16	..	12	..	40	..	40	..	40	40	..	40	..	40	40	40	..	40	..	40	40	40	..
1838.	40	..	40	40	..	40	40	..	40	..	40	40	40	..	40	..	40	40	40	..
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1846.	15	..	12	..	21	..	25	..	25	..	25	25	..	25	..	25	25	25	..	25	..	25	25	16	..
1850.	13	..	13	..	13	..	13	..	13	..	13	..	13	13	..	13	..	13	13	13	..	13	..	13	13	13	..
1856.	43	..	43	..	43	..	43	..	19	27	19	27	19	27	27	19	27	19	27	19	27	19	27	19	43	43	..
1858.	12	..	12	..	12	..	22	..	22	..	22	..	22	22	..	22	..	22	22	22	..	22	..	21	10	10	..
1861.	17	..	17	..	17	..	17	..	16	1	17	..	17	17	..	16	1	16	16	16	..	16	..	16	16	16	..
1865.	13	..	13	..	13	..	13	..	13	..	13	..	13	13	..	13	..	13	13	13	..	13	..	13	13	13	..
1868.	53	..	53	..	53	..	53	..	52	..	52	..	52	52	..	52	..	52	52	52	..	52	..	51	51	51	..
1873.	12	..	12	..	12	..	11	1	..	6	11	1	11	1	1	11	1	11	1	11	1	11	1	11	1	1	..
1874.	19	..	17	..	10	..	20	1	5	2	2	5	1	16	4	3	13	4	14	5	8	10	5	8	13	13	..
1875.	10	..	10	..	10	..	10	..	10	..	10	..	10	10	..	10	..	10	10	10	..	10	..	10	10	10	..
1879.	45	..	45	..	45	..	45	..	45	..	45	..	45	45	..	45	..	45	45	45	..	45	..	45	45	45	..
1880.	10	..	10	..	10	..	10	..	10	..	10	..	10	10	..	10	..	10	10	10	..	10	..	10	10	10	..
1883.	9	..	6	3	9	..	9	..	9	..	9	..	9	9	..	9	..	9	9	9	..	9	..	9	9	9	..
1885.	25	..	49	..	30	..	28	..	44	2	44	3	42	5	43	9	19	45	10	22	3	24	10	22	3	24	..
1889.	16	4	20	..	12	6	14	2	21	..	21	..	10	..	10	..	20	..	10	20	..	10	..	10	20	10	..
1895.	..	10	..	..	10	..	10	..	10	..	10	..	10	..	..	..	..	..	..	..	..	..	..	..	..	..	..

QUESTION No. 24																								
Local Union No.	Question No. 17		Question No. 18		Question No. 19		Question No. 20		Question No. 21		Question No. 22		Question No. 23		No. 1		No. 2		No. 3		No. 4		No. 5	
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1811..	16	1	16	1	17	1	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	2	20	17
1813..	27	1	26	1	20	..	21	..	15	4	19	..	20	..	20	..	20	..	20	..	20	..	20	..
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1832..	63	..	63	..	63	..	63	..	63	..	63	..	63	..	63	..	43	..	43	..	43	..	43	..
1835..	12	..	12	..	7	..	7	..	10	..	10	..	11	..	9	..	14	..	15	..	15	..	11	..
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1846..	11	..	9	..	8	..	35	..	12	60	..	42
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1856..	43	..	43	..	43	..	43	..	25	15	43	..	43	..	43	..	43	..	43	..	43	..	43	..
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1861..	16	..	16	..	15	1	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..
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1868..	51	..	51	..	51	..	51	..	51	..	47	..	47	..	47	..	48	..	48	..	48	..	48	..
1873..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	11	..	11	..	11	..	11	..
1874..	11	..	15	..	9	1	8	..	9	..	9	..	10	1	10	..	10	..	8	..	9	..	6	5
1875..
1879..	45	..	45	..	45	..	45	..	45	..	45	..	45	..	45	..	45	..	45	..	45	..	45	..
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1885..	28	10	39	10	31	..	30	..	29	..	25	3	29	1	27	1	27	1	29	..	26	..	29	..
1889..	11	4	16	..	20	..	18	..	18	..	20	..	9	3	10	3	10	3	8	2	7	6	7	5
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QUESTION No. 24 Continued				QUESTION No. 25				QUESTION No. 26						Question No. 27		Question No. 28		QUESTION No. 29						
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1807..	25	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	
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1817..	18	2	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	
1820..	12	1	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	
1821..	13	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	
1824..	14	15	..	2	..	2	11	20	1	15	..	15	..	15	..	15	..	15	..	15	..	
1829..	..	27	10	..	10	..	10	10	..	21	..	15	..	15	..	15	..	15	..	15	..	15	..	
1831..	27	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	
1832..	43	43	..	43	..	43	..	43	..	43	..	43	..	43	..	43	..	43	..	43	..	43	..	
1835..	14	14	..	9	4	14	..	12	..	13	..	12	..	12	..	6	2	6	2	6	2	6	2	
1838..	40	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	
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1846..	19	..	21	26	..	29	..	29	..	30	
1850..	13	13	..	13	..	13	13	..	13	..	13	..	13	..	13	..	13	..	13	..	
1856..	43	43	..	43	..	43	..	34	2	43	..	43	..	43	..	43	..	43	..	43	..	43	..	
1858..	8	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	
1861..	16	16	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	
1865..	13	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	
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1873..	11	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	
1874..	8	2	13	9	..	10	1	14	..	14	..	14	..	14	..	13	..	14	..	5	4	14	..	
1875..	
1879..	45	45	..	45	..	45	..	45	..	45	..	45	..	45	..	45	..	45	..	45	..	45	..	
1880..	10	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	
1883..	..	9	9	9	9	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	
1885..	29	24	1	25	28	20	..	24	..	24	..	24	..	24	..	26	..	26	..	20	..	17	..	
1889..	8	5	3	11	11	9	3	12	1	11	3	20	..	20	..	7	4	7	4	6	5	9	..	
1895..	10	10	..	10	..	10	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..

Local Union No.	Question No. 29 Con- tinued		Question No. 30		Question No. 31		Question No. 32		Question No. 33		Question No. 34		Question No. 35		Question No. 36		Question No. 37		Question No. 38		Question No. 39		Question No. 40		Question No. 41	
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1807.	25	..	25	6	11	25	..	17	17	17	25	..	17	17	25	..	17	17	25	..	17	25	12	25	25	..
1811.	17	..	17	19	..	17	17	17	19	..	17	17	17	19	..	17	17	19	..	17	17	7	7	17	17	..
1813.	18	..	19	19	..	17	17	17	19	..	17	17	17	19	..	17	17	19	..	17	17	7	7	17	17	..
1817.	20	..	20	17	3	20	20	20	17	3	17	17	17	17	..	17	17	17	..	17	17	7	7	17	17	..
1820.	13	..	13	5	1	13	13	13	17	..	13	13	13	17	..	13	13	17	..	13	13	7	7	13	13	..
1821.	13	..	13	13	..	13	13	13	13	..	13	13	13	13	..	13	13	13	..	13	13	7	7	13	13	..
1824.	15	..	15	13	..	15	13	13	13	..	15	13	13	13	..	15	13	13	..	15	13	7	7	15	13	..
1829.	10	..	10	6	15	10	12	12	17	..	10	12	12	17	..	10	12	12	..	10	12	7	7	10	12	..
1831.	27	..	27	..	10	27	10	10	10	..	27	10	10	10	..	27	10	10	..	27	10	7	7	27	10	..
1832.	43	..	43	27	..	43	27	27	27	..	43	27	27	27	..	43	27	27	..	43	27	7	7	43	27	..
1835.	6	2	10	1	7	10	8	8	11	..	10	8	11	11	..	10	8	11	..	10	8	7	7	10	8	..
1838.	40	..	40	40	..	40	40	40	40	..	40	40	40	40	..	40	40	40	..	40	40	7	7	40	40	..
1839.	9	..	5	5	..	7	6	6	5	..	6	6	5	5	..	6	6	5	..	6	6	7	7	6	5	..
1841.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	7	..	..	..	..
1846.	..	..	12	9	..	10	35	..	45	..	..	35	45	..	..	4	..	..	..	68	..	7	7	35	..	..
1850.	13	..	13	13	..	13	13	13	13	..	13	13	13	13	..	13	13	13	..	13	13	7	7	13	13	..
1856.	43	..	43	43	..	43	43	43	43	..	43	43	43	43	..	4	23	43	..	43	43	7	7	43	43	..
1858.	7	..	7	7	..	7	7	7	7	..	7	7	7	7	..	7	..	7	..	7	..	7	7	7	7	..
1861.	15	..	15	15	..	15	15	15	15	..	15	15	15	15	..	15	15	15	..	15	15	7	7	15	15	..
1865.	13	..	13	13	..	13	13	13	13	..	13	13	13	13	..	..	13	13	..	13	13	7	7	13	13	..
1868.	51	..	31	51	..	51	51	51	51	..	51	51	51	51	50	50	..	50	50	7	7	50	50	..
1873.	11	..	11	11	..	11	10	1	11	..	1	11	11	11	..	11	11	11	..	11	11	7	7	11	11	..
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1875.	9	10	7	7
1879.	45	..	45	..	45	45	45	45	45	..	45	45	45	45	..	10	45	45	..	45	45	7	7	45	45	..
1880.	10	..	10	10	..	10	10	10	10	..	10	10	10	10	..	10	10	10	..	10	10	7	7	10	10	..
1883.	9	..	9	9	..	9	9	9	9	..	9	9	9	9	..	9	9	9	..	9	9	7	7	9	9	..
1885.	29	..	22	26	..	26	26	26	28	..	27	28	28	28	..	27	28	28	..	28	28	7	7	28	28	..
1889.	4	5	13	7	4	13	27	4	13	1	6	13	13	1	..	5	1	1	..	1	1	7	7	1	1	..
1895.	10	..	10	10	..	10	10	10	10	..	10	10	10	10	..	10	10	10	..	10	10	7	7	10	10	..

Local Union No.	Question No. 53		Question No. 54		Question No. 55		Question No. 56		Question No. 57		Question No. 58		Question No. 59		Question No. 60		Question No. 61		Question No. 62	
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1807	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..
1811	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..
1813	..	7	..	1	..	7	8	..	6	1	7	..	7	..	7	..
1817	..	16	..	..	..	16	..	..	16	..	..	..	..	..	16	..	16	..	16	..
1820	12	1	12	1	13	..	13	..	13	..	12	1	10	1	10	1	10	9	10	9
1821	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..
1824	5	5	2	14	13	..	14	..	12	..	10	..	9	..	7	..	11	..	10	..
1829	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	10
1831	26	..	26	..	26	..	26	..	26	..	24	..	24	..	24	..	24	..	24	..
1832	..	43	43	..	43	..	43	..	43	..	43	..	43	..	43	..	43	..	43	..
1835	..	13	8	..	13	..	13	..	13	..	13	..	13	..	2	5	13	..	12	..
1838	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..
1839	5	..	8	..	7	..	7	..	8	..	6	..	7	..	8	..	9	..	6	..
1841	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1846	65	..	..	..	72	..	18	..	25	..	30	..	18	..	19	..	40	..	22	..
1850	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..
1856	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..
1858	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..
1861	..	15	15	..	15	..	15	..	15	..	13	..	15	..	15	..	15	..	15	..
1865	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..
1868	..	50	50	..	50	..	50	..	50	..	50	..	50	..	50	..	50	..	50	..
1873	8	2	9	1	10	..	10	..	9	1	9	..	9	..	7	2	9	..	9	..
1874	7	..	7	2	3	4	6	1	8	1	5	2	7	..	5	..	6	..	3	2
1875	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1879	45	..	45	..	45	..	45	..	45	..	45	..	45	..	45	..	45	..	45	..
1880	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
1883	..	9	..	9	..	9	..	..	9	..	9	..	9	..	9	..	9	..	9	..
1885	20	..	19	..	18	..	18	..	20	..	20	..	20	..	20	..	20	..	19	..
1889	12	1	11	..	12	2	15	1	13	..	9	20	9	7	9	2	14	1	15	1
1895	10	..	10	..	10	..	10	..	10	..	10	..	10	..	..	10	10	..	10	..

Local Union No.	QUESTION No. 63				Question No. 64		Question No. 65		QUESTION No. 66				Question No. 67		Question No. 68		Question No. 69		Question No. 70		
	No. 1		No. 2		No. 1		No. 2		No. 1		No. 2		No. 1		No. 2		No. 1		No. 2		
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	
1799	8	2	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	
1807	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	
1811	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1813	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	
1817	..	16	12	4	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	
1820	..	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
1821	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	
1824	10	..	12	..	12	..	12	..	13	..	13	..	13	..	13	..	13	..	13	..	
1829	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
1831	24	..	24	..	23	..	23	..	23	..	23	..	23	..	23	..	20	..	20	..	
1832	..	..	43	..	43	..	43	..	41	2	41	2	43	..	43	..	43	..	43	..
1835	..	13	2	11	12	..	12	..	13	..	13	..	12	..	13	..	12	..	12	..	
1838	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	..	..	..	..
1839	7	..	6	..	5	..	5	..	6	..	6	..	7	..	7	..	6	..	6	..	
1841	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1846	16	..	16	..	29	..	6	..	14	..	2	..	26	..	16	..	16	..	1	..	
1850	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	
1856	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	
1858	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	
1861	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	
1865	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	
1868	50	..	50	..	50	..	50	..	50	..	50	..	50	..	50	..	50	..	50	..	
1873	9	..	8	1	2	7	2	7	5	4	5	4	8	1	8	1	8	1	9	..	
1874	5	..	6	..	6	1	8	..	8	..	8	..	8	..	8	..	6	..	8	..	
1875	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1879	45	..	45	..	45	..	45	..	45	..	45	..	45	..	45	..	45	..	45	..	
1880	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	
1883	9	..	9	..	9	..	9	..	18	..	18	..	18	..	18	..	9	..	9	..	
1885	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	17	..	18	..	
1889	14	..	6	9	11	4	9	3	8	2	9	1	9	..	10	2	14	3	6	5	
1895	10	..	..	10	..	10	..	..	10	..	10	..	10	..	10	..	10	..	10	..

QUESTION No. 6

QUESTION No. 6																								
Local Union No.	Question No. 1		Question No. 2		Question No. 3		Question No. 4		Question No. 5		Section No. 1		Section No. 2		Section No. 3		Section No. 4		Section No. 5		Section No. 6		Section No. 7	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1915..	14	..	6	8	4	10	7	7	14	..	7	7	11	8	11	3	9	5	14	..	14	..	14	..
1920..	7	..	7	..	6	1	7	7	3	4	7	7	7	..	7	7	7	..	7	..	7	..	7	..
1921..	8	..	..	7	..	29	7	..	15	8	..	27	..	..	27	..	..	..	27	..	27	..	27	..
1922..	26	..	20	..	..	7	3	29	8	..	..	..	..	..	15	4	14	5	18	1	16	3	17	2
1931..	19	..	14	5	..	19	..	19	..	14	15	4	16	8	13	..	13	..	13	..	13	..	13	..
1933..	..	..	13	..	13	..	..	..	..	13	13	..	13	..	13	..	13	..	13	..	13	..	13	..
1940..	42	..	43	..	40	1	37	..	45	..	35	..	48	..	45	..	41	..	36	..	52	..	52	..
1941..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
1946..	23	..	23	..	..	..	..	24	..	..	2	22	..	..	..	..	24	..	24	..	22	2	24	..
2500..	5	1	6	..	..	..	..	5	6	..	5	..	..	..	..	..	..	..	..	..	..	..	..	..
2504..	42	2	41	..	..	..	..	22	12	10	..	..	..	..	23	..	23	..	23	..	23	..	23	..
2506..	15	..	8	..	23	..	19	13	23	..	23	..	23	..	..	..	..	..	..	..	..	..	..	..
2515..	15	..	..	..	16	..	..	..	17	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..
2523..	..	..	12	..	1	8	..	4	5	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..
2527..	20	..	..	..	..	..	20	..	20	..	19	19	19	..	18	..	17	..	18	..	18	..	19	..
2548..	26	..	..	..	..	1	26	..	..	15	13	13	13	..	13	..	13	..	13	..	13	..	13	..
2550..	13	9	10	12	12	10	9	12	12	9	12	9	12	9	12	9	12	9	12	9	12	9	12	9
2553..	..	..	..	..	8	..	..	13	10	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
2556..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
2565..	19	1	13	..	..	10	..	..	..	20	..	..	..	..	..	..	..	..	..	..	..	..	..	..
2617..	101	..	101	..	101	..	..	101	101	..	104	104	104	..	104	..	104	..	104	..	104	..	104	..
2624..	8	3	8	2	9	2	12	..	4	8	..	..	7	..	7	..	7	..	7	..	7	..	7	..
2634..	7	..	7	..	7	..	7	..	7	..	7	7	7	..	7	..	7	..	7	..	7	..	7	..
2638..	12	..	12	..	12	..	12	..	12	..	12	12	12	..	12	..	12	..	12	..	12	..	12	..
2640..	45	..	45	..	45	..	45	..	45	..	45	45	45	..	45	..	45	..	45	..	45	..	45	..
2656..	15	..	15	..	11	5	2	13	15	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..

		QUESTION No. 8												Question No. 9								
		Article I						Article II														
Local Union No.	Question No. 7	Section No. 1		Section No. 2		Section No. 3		Section No. 4		Section No. 5		Section No. 6		Section No. 1		Section No. 2		Section No. 3		Section No. 4		Question No. 9
		For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	
1915..	14	13	1	13	1	13	1	13	1	13	1	13	1	13	1	12	14	14	..	14	..	For
1920..	7	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	7	7	..	7	..	For
1921..	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	Against
1922..	37	33	..	33	..	33	..	33	..	33	..	33	..	33	..	33	33	33	..	33	..	For
1931..	10	9	10	9	9	9	10	9	10	9	10	9	10	9	10	9	9	10	9	10	9	For
1933..	13	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	13	13	..	13	..	For
1940..	52	52	..	52	..	52	..	52	..	52	..	52	..	52	..	52	52	52	..	52	..	For
1941..	10	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	10	10	..	10	..	For
1946..	24	24	..	24	..	24	..	24	..	24	..	24	..	24	..	24	24	24	..	24	..	For
2500..	6	6	..	5	..	1	..	5	..	1	..	5	..	5	..	5	5	5	..	5	..	For
2504..	..	5	8	..	..	..	..	..	..	21	2	23	..	..	..	23	..	23	..	..	..	Against
2506..	22	2	8	22	..	..	..	24	..	..	..	..	..	..	..	..	23	..	..	..	..	For
2515..	..	..	..	..	..	..	..	..	..	7	..	11	..	..	..	7	..	..	..	..	..	For
2523..	..	3	1	..	8	..	4	..	3	7	..	..	..	..	..	..	7	..	..	..	..	Against
2527..	17	19	..	18	..	18	..	18	..	18	..	18	..	..	..	..	..	..	..	..	..	For
2548..	20	25	..	21	..	24	..	24	..	24	..	16	..	..	..	16	..	..	..	..	..	For
2550..	12	12	9	12	10	12	10	12	10	12	10	12	10	12	10	12	10	12	10	12	10	For
2553..	13	7	..	8	8	2	8	1	10	10	..	..	..	..	..	10	..	..	..	..	..	Against
2556..	..	..	..	19	..	..	..	..	..	..	..	..	..	..	..	19	..	..	..	..	..	For
2565..	4	19	4	9	5	..	10	5	..	..	4	1	14	4	16	4	10	13	8	16	16	For
2617..	108	108	..	110	..	110	..	110	..	110	..	110	..	110	..	110	110	110	..	110	..	Against
2624..	..	1	14	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	For
2634..	7	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	7	7	..	7	..	For
2638..	12	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	12	12	..	12	..	For
2640..	45	45	..	45	..	45	..	45	..	45	..	45	..	45	..	45	45	45	..	45	..	For
2656..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	Against

Local Union No.	QUESTION No. 15										Question No. 16	
	Question No. 10		Question No. 11		Question No. 12		Question No. 13		Question No. 14		No. 1	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1915.	14	..	14	..	14	..	14	..	14	..	14	..
1920.	7	..	7	..	7	..	7	..	7	..	7	..
1921.	..	..	..	..	..	..	..	..	..	..	..	..
1922.	33	..	33	..	33	..	33	..	33	..	33	..
1931.	..	19	..	19	..	13	6	..	30	..	11	..
1933.	18	..	9	1	13	13	13	13	12	7	12	7
1940.	52	..	13	..	40	12	40	12	40	12	40	12
1941.	10	..	52	..	10	..	10	..	10	..	10	..
1946.	24	..	10	..	24	..	24	..	24	..	24	..
22500.	..	..	21	8	..	..	..	..	..	..	..	..
2504.	..	..	5	..	24	..	24	..	24	..	24	..
2506.	..	..	..	..	..	..	..	..	..	..	..	..
2515.	23	..	12	1	..	..	..	..	..	..	..	..
2523.	..	..	23	..	..	..	..	..	..	..	..	..
2527.	5	..	..	..	..	..	..	..	..	..	..	..
2548.	..	..	..	..	..	..	..	..	..	..	..	..
2550.	20	..	19	..	14	..	14	..	14	..	14	..
2550.	12	10	12	10	12	10	12	10	12	10	12	10
2553.	12	..	12	..	7	4	14	..	14	..	14	..
2556.	..	..	18	1	19	..	19	..	..	..	..	..
2565.	24	1	..	9	..	25	..	..	..	..	..	..
2617.	120	..	121	1	23	..	25	..	123	..	120	..
2624.	..	15	..	15	..	..	15	..	..	..	..	..
2634.	7	..	7	..	7	..	7	..	7	..	7	..
2638.	12	..	12	..	12	..	12	..	12	..	12	..
2640.	45	..	45	..	45	..	45	..	45	..	45	..
2656.	15	..	15	..	15	..	15	..	15	..	15	..

QUESTION No. 24																								
Local Union No.	Question No. 17		Question No. 18		Question No. 19		Question No. 20		Question No. 21		Question No. 22		Question No. 23		No. 1		No. 2		No. 3		No. 4		No. 5	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1915..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..
1920..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	4	..	2	..	3	..	4	..
1921..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1922..	33	..	33	..	33	..	33	..	17	..	17	..	24	..	..	..	15	..	15	..	15	..	15	..
1931..	8	11	8	11	13	6	5	14	9	..	9	..	9	..	9	5	4	..	9	..	9	..	9	..
1933..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..
1940..	51	..	51	..	51	..	51	..	51	..	51	..	51	..	49	..	49	..	49	..	49	..	49	..
1941..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
1946..	24	..	24	..	24	..	24	..	24	..	24	..	24	..	24	..	24	..	24	..	24	..	24	..
2500..	5	..	5	..	5	..	5	..	..	..	..	..	..	..	5	..	5	..	5	..	5	..	5	..
2504..	41	..	46	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
2506..	23	..	23	..	19	2	23	..	23	..	23	..	23	..	23	..	23	..	19	..	19	..	19	..
2515..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
2523..	12	..	14	..	13	1	8	..	8	..	..	..	6	..	3	..	..	..	..	..	..	..	..	..
2527..	23	..	24	..	24	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..
2548..	22	..	23	..	17	..	19	..	19	..	19	..	18	..	16	..	16	..	16	..	16	..	16	..
2550..	12	10	12	10	12	..	12	..	12	..	12	..	12	..	12	..	12	..	5	7	12	..	12	..
2553..	..	..	..	..	..	..	..	..	..	..	..	..	12	..	..	..	..	..	..	..	..	..	..	..
2556..	19	..	19	..	19	..	19	..	..	..	..	..	..	..	19	..	19	..	..	..	..	..	..	..
2565..	25	..	25	..	25	..	25	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
2617..	118	..	118	..	116	..	110	..	109	..	109	..	108	..	106	..	106	..	105	..	104	..	104	..
2624..	7	3	15	..	10	3	3	..	10	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
2634..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..
2638..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
2640..	45	..	45	..	44	..	43	..	43	..	43	..	43	..	41	..	41	..	41	..	41	..	41	..
2656..	15	..	15	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..

QUESTION No. 24 Continued				QUESTION No. 26						Question No. 27		Question No. 28		QUESTION No. 29									
No. 6		No. 7		Question No. 25		No. 1		No. 2		No. 3		Question No. 27		Question No. 28		No. 1		No. 2		No. 3		No. 4	
For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1915..	14	1	14	14	7	14	7	14	7	14	7	14	6	14	7	14	6	14	7	14	6	14	7
1920..	6	1	7	7	14	7	14	7	14	7	14	6	1	7	14	7	14	6	1	7	14	6	1
1921..	15	1	15	15	1	15	1	15	1	15	1	15	1	15	1	15	1	15	1	15	1	15	1
1922..	15	5	9	9	15	9	15	9	15	9	15	9	15	9	15	9	15	9	15	9	15	9	15
1931..	4	5	9	9	15	9	15	9	15	9	15	9	15	9	15	9	15	9	15	9	15	9	15
1933..	11	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13
1940..	49	49	49	50	50	50	50	50	50	50	50	49	1	50	50	50	50	50	50	50	50	50	50
1941..	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10
1946..	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24
2500..	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
2504..	19	19	19	19	19	19	19	19	19	19	19	23	23	19	23	23	23	23	23	23	23	23	23
2506..	19	19	19	19	19	19	19	19	19	19	19	23	23	19	23	23	23	23	23	23	23	23	23
2515..	8	8	8	8	8	8	8	8	8	8	8	14	14	8	14	14	14	14	14	14	14	14	14
2523..	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25
2527..	16	16	16	16	16	16	16	16	16	16	16	17	21	16	17	21	17	14	14	14	14	14	14
2548..	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12
2550..	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12
2553..	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19
2556..	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25
2565..	104	104	104	103	103	100	100	100	100	100	100	99	99	98	98	98	98	98	98	98	98	98	98
2617..	3	6	7	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15
2624..	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7
2634..	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12
2638..	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41
2640..	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41
2656..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..

Local Union No.	Question No. 29 Con- tinued		Question No. 30		Question No. 31		Question No. 32		Question No. 33		Question No. 34		Question No. 35		Question No. 36		Question No. 37		Question No. 38		Question No. 39		Question No. 40		Question No. 41	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1915.	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..
1920.	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..
1921.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1922.	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..
1931.	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
1933.	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..
1940.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1941.	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
1946.	24	..	22	..	22	..	24	..	..	..	24	..	24	..	24	..	24	..	24	..	23	..	24	..	24	..
2500.	5	..	..	..	..	..	..	..	5	..	5	..	5	..	5	..	..	..	5	..	..	..	..	..	..	..
2504.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
2506.	19	..	20	..	22	..	23	..	23	..	23	..	22	..	23	..	..	..	23	..	..	..	..	..	19	..
2515.	..	..	..	..	..	..	..	..	16	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
2523.	..	..	..	..	..	..	..	..	4	..	..	..	6	..	7	..	..	..	8	..	..	..	..	..	9	..
2527.	..	..	..	..	..	..	..	..	..	..	..	..	25	..	25	..	..	..	25	..	..	..	..	..	..	..
2548.	14	..	16	..	25	..	27	..	34	..	29	..	22	..	23	..	..	..	19	..	..	..	..	..	19	..
2550.	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	..	..	12	..	..	..	..	..	12	..
2553.	12	..	..	..	12	..	12	..	8	..	12	..	12	..	12	..	..	..	12	..	..	..	..	..	..	..
2556.	..	..	..	..	19	..	19	..	19	..	19	..	19	..	19	..	..	..	..	..	..	..	..	..	..	..
2565.	..	..	..	..	..	..	..	..	..	..	..	..	25	..	25	..	..	..	..	..	..	..	..	..	..	..
2617.	96	..	95	..	95	..	95	..	95	..	95	..	95	..	95	..	..	..	90	..	..	..	..	90	..	..
2624.	..	..	14	..	14	..	..	..	..	..	..	..	15	..	15	..	..	..	7	..	..	..	..	15	..	..
2634.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
2638.	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	..	..	12	..	..	..	..	12	..	..
2640.	41	..	41	..	41	..	41	..	41	..	41	..	41	..	41	..	..	..	41	..	..	..	..	41	..	..
2656.	..	..	15	..	15	..	..	..	..	..	10	..	15	..	14	..	..	..	..	..	..	..	..	..	..	..

Local Union No.	Question No. 42		Question No. 43		Question No. 44		Question No. 45		Question No. 46		Question No. 47		Question No. 48		Question No. 49		Question No. 50		Question No. 51		Question No. 52	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1915	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..
1920	8	..	8	..	4	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..
1921	4	..	4	..	4	..	4	..	4	..	4	..	4	..	4	..	4	..	4	..	4	..
1922	15	..	15	..	15	..	10	..	10	..	17	..	17	..	17	..	8	..	17	..	12	..
1931	9	..	9	..	10	..	9	..	8	..	8	..	8	..	8	..	8	..	7	..	8	..
1933	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..
1940	49	..	49	..	49	..	49	..	49	..	49	..	49	..	49	..	49	..	48	..	49	..
1941	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
1946	24	..	24	..	24	..	24	..	24	..	24	..	24	..	24	..	24	..	24	..	24	..
2500	..	..	5	..	5	..	..	..	..	..	9	..	..	..	5	..	5	..	5	..	5	..
2504	..	..	..	..	19	..	..	..	..	..	23	..	..	..	..	..	..	..	..	..	..	..
2506	19	..	22	..	22	..	23	..	23	..	23	..	23	..	23	..	21	..	21	..	21	..
2515	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
2523	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
2527	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
2548	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
2550	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
2553	..	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	11	..	11	..	11	..
2556	..	..	..	..	18	..	18	..	..	..	19	..	19	..	..	..	19	..	19	..	..	..
2565	..	..	..	..	25	..	25	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
2617	90	..	90	..	90	..	90	..	90	..	90	..	90	..	90	..	89	..	25	..	25	..
2624	..	..	..	..	2	..	15	..	13	..	..	..	13	..	..	..	13	..	89	..	13	..
2634	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
2638	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
2640	41	..	41	..	41	..	41	..	41	..	41	..	41	..	41	..	41	..	41	..	41	..
2656	..	..	15	..	15	..	15	..	15	..	15	..	15	..	16	..	16	..	15	..	16	..

Local Union No.	Question No. 53		Question No. 54		Question No. 55		Question No. 56		Question No. 57		Question No. 58		Question No. 59		Question No. 60		Question No. 61		Question No. 62	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1915	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..
1920	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..
1921	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1922	..	12	12	..	..	8	..	21	..	..	..	..	21	..	..	..	21	..	2	8
1931	8	..	4	4	8	..	8	..	7	1	4	4	8	..	7	1	8	..	8	..
1933	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..
1940	49	..	49	..	49	..	49	..	49	..	36	4	49	..	46	3	49	..	49	..
1941	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
1946	24	..	24	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..
2500	5	..	5	..	..	..	5	..	5	..	..	5	5	..	5	..	5	..	5	..
2504	..	..	22	1	..	..	..	..	8	..	..	..	..	..	..	26	..	..	7	..
2506	19	2	19	2	19	2	23	..	22	1	23	..	23	..	23	..	23	..	23	..
2515	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
2523	5	..	9	..	..	..	..	..	8	..	..	..	2	..	25	1	..	..	..	..
2527	..	..	25	..	..	..	25	..	..	..	9	..	25	..	..	..	..	..	..	..
2548	..	18	1	15	..	..	1	13	16	..	21	..	18	..	12	..	..	..	19	..
2550	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
2553	..	12	12	..	12	..	12	..	12	..	12	..	11	1	12	..	..	..	12	..
2556	19	..	19	..	..	..	19	..	19	..	19	..	19	..	19	..	..	..	19	..
2565	..	25	..	25	..	..	..	..	25	..	25	..	25	..	25	..	25	..	25	..
2617	88	..	88	..	88	..	88	..	88	..	88	..	88	..	88	..	88	..	88	..
2624	..	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..
2634	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
2638	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
2640	41	..	41	..	41	..	41	..	41	..	41	..	41	..	41	..	41	..	41	..
2656	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..

Local Union No.	QUESTION No. 63				Question No. 64	QUESTION No. 65				QUESTION No. 66				Question No. 67		Question No. 68		Question No. 69		Question No. 70	
	No. 1		No. 2			For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against		
	For	Against	For	Against																	
1915	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	
1920	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	
1921	4	..	4	..	4	..	4	..	4	..	4	..	4	..	4	..	4	..	4	..	
1922	12	..	16	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	
1931	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	7	1	
1933	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	
1940	..	..	28	10	49	..	49	..	49	..	49	..	49	..	49	..	49	..	49	..
1941	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	
1946	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	
2500	..	..	..	..	..	..	5	..	5	..	5	..	5	..	5	..	5	..	5	..
2504	..	..	..	..	..	..	20	..	20	..	..	..	..	..	..	..	..	..	..	..
2506	23	..	22	..	22	1	21	1	21	..	23	..	23	..	22	1	22	..	23	..	
2515	..	..	2515	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
2523	..	..	..	..	..	..	7	..	7	..	8	..	8	..	7	..	..	..	..	..
2527	..	..	..	..	25	..	25	..	25	..	25	..	25	..	25	..	..	..	..	..
2548	11	..	11	..	14	..	12	..	12	..	12	..	12	..	12	..	14	..	14	..	
2550	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	
2553	..	..	..	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
2556	..	..	..	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..
2565	..	..	..	..	20	..	19	..	..	..	..	..	..	..	..	..	..	..	..	..
2617	88	..	13	15	88	..	25	2	25	1	3	..	25	1	25	2	15	10	12	15	
2624	..	..	..	..	88	..	88	..	88	..	88	..	88	..	88	..	88	..	88	..
2634	..	..	..	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..
2638	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
2640	12	..	12	..	12	..	12	..	12	..	..	..	..	..	..	..	..	..	..	..
2646	41	..	41	..	41	..	41	..	41	..	41	..	41	..	41	..	41	..	41	..	
2656	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..

Trade Notes



Successful Trade Movements

La Salle, Ill.—A communication has been received from Secretary-Treasurer E. E. Rose, of the Illinois Valley D. C., reporting the success of the trade movement entered into by L. U. 631 of Spring Valley. An agreement has been signed with the contractors which specifies a raise in wages from 50 cents to 55 cents per hour. This increase was obtained without a protest. The new scale goes into effect April 1.



Caney, Kan.—The trade movement started by L. U. 1676 to establish a foreman's wage scale of 50 cents per hour has been successful.



Niagara Falls, N. Y.—The contractors here signed our new agreement upon the expiration of the old one, April 1. Only a few minor changes were specified in this year's agreement which were readily acceded to and the best feelings exist between the bosses and men. We have a minimum scale of 50 cents per hour and an eight-hour day, with a Saturday half-holiday during the months of June, July and August.



Portland, Ore.—The members of L. U. 872 (bridge, dock and pier carpenters) report gratifying progress in their movement for an eight-hour day. Assurance has been received from two of the largest firms, the Portland Bridge and Building Company and the Elliott Construction Company, that they are in sympathy with the demand and will grant the required reduction in working hours.



Movements for Better Conditions

L. U. 772, Clinton, Ia.—A demand for a minimum wage of fifty cents per hour, same to become effective May 1, is being

made by the Clinton union carpenters this year. The movement has been sanctioned by the G. E. B., and it looks at this time that the contractors will comply with our demands.



L. U. 1339, Morgantown, W. Va.—The G. E. B. has sanctioned the trade movement which has been started by L. U. 1339, which calls for a minimum wage of 40 cents per hour beginning May 1. The scale at present is 36 cents per hour for a nine-hour day, and a 53-hour working week. The prospect of obtaining this demand seems good and we are not likely to have to strike to get it.



L. U. 135 and 1680, Allentown, Pa.—The members of these two locals have presented to the contractors and builders of Allentown an agreement to take effect May 1, which calls for a minimum wage of 37½ cents per hour. Present wages are 35 cents per hour, and the working hours nine hours per day with five-hour day on Saturdays. Conditions in the trade are good and we expect to obtain our demands without trouble.



L. U. 358, Tipton, Ind.—A trade movement has been started by the Tipton local this year demanding a minimum wage of 40 cents per hour and a nine-hour day for journeymen carpenters and a wage of 35 cents and a ten-hour day for mill men. The current wages of outside carpenters are 37½ cents and they have a nine-hour day. The new scale is to become effective April 1. Conditions in the trade are fairly good and we do not expect trouble in having our demands complied with.



L. U. 1444, Phoenixville, Pa.—This local union by unanimous vote decided to start a trade movement for an increase

The Carpenter

in wages of five cents per hour, which would bring the current scale to 40 cents, same to take effect May 1. Working hours are nine per day and 50 per week. Conditions in the trade are favorable and the prospects of success are good.

* * *

L. U. 682, Franklin, Pa.—As our agreement with the contractors expired April 1, we have submitted a new one which calls for a minimum wage of 45 cents per hour, or \$3.60 per day. Current wages paid average from 39 3-8 cents to 43 3-4 cents, and we have an eight-hour day. We intend the new scale to take effect at once. Conditions in the trade seem good for spring work and the prospects of obtaining our increase are favorable.

* * *

L. U. 978, Springfield, Mo.—This local has decided to start a trade movement for an increase in wages of five cents per hour dating from June 1, 1915 to June 1, 1916. Current wages are 45 cents per hour and we have a 44-hour week. We have every reason to believe that our demand will be favorably entertained by the contractors.

* * *

L. U. 1780, Fairbury, Ill.—A trade movement for a nine-hour day and a minimum wage scale of 40 cents per hour has been started by the members of this L. U. Present wages are on a sliding scale from 30 to 35 and 40 cents and working hours are ten a day. Conditions in the trade in this district are fair and the prospects of obtaining our demands are good.

* * *

L. U. 1129, Kittanning, Pa.—The members of this local are asking a minimum scale of 50 cents per hour for an eight-hour day, same to become operative on May 1. Present wages are 37½ cents per hour and working hours eight per day. Trade conditions are good and we do not anticipate trouble in having our demand complied with.

* * *

L. U. 637, Hamilton, O.—This local has submitted a new agreement to the con-

tractors which calls for an increase of five cents per hour, same to take effect May 1. The present rate is 45 cents per hour and working hours are 48 per week. Conditions in the trade are not altogether favorable, but the prospects of obtaining our demand are reasonably good. The agreement will be binding for two years.

* * *

L. U. 661, Ottawa, Ill.—An increase of wages of five cents per hour to take effect April 1, is the extent of our 1915 trade movement. We are at present receiving 45 cents per hour and working hours are eight per day. This promises to be a good building year in this locality and the prospects of gaining our demands are favorable.

* * *

L. U. 822, Findlay, O.—An increase in wages from the current rate of 33 1-3 cents per hour to 35 cents per hour is being demanded by the union carpenters of Findlay from the contractors, new scale to become operative April 1. Working hours are to remain the same, nine per day. We cannot complain of trade conditions and we anticipate little difficulty in obtaining this needed increase.

* * *

Erie, Pa.—(District Council of Erie County).—After due deliberation, the union carpenters of Erie County have decided to start a movement for a closed shop. The present rate of wages is 45 cents per hour and an eight-hour day. Conditions in the trade are not of the best, but the prospects for spring are good and there is every reason to expect that the movement will be successful. All the fair contractors employ only union men.

* * *

L. U. 462, Greensburg, Pa.—A trade movement has been instituted here calling for an increase in the wage scale from the current rate of 40 cents to 50 per hour, same to take effect April 1. While conditions in the trade are none too good, spring prospects seem favorable and no trouble is anticipated in having our demand complied with.

Death Roll



LARKIN, JOHN, of L. U. 194, Alameda, Cal.

United Brotherhood of Carpenters State Councils

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Georgia—President, G. Elmgren, Box 251, Savannah, Ga.; secretary-treasurer, R. L. Singleton, 3 Gilmore st., Waycross, Ga.

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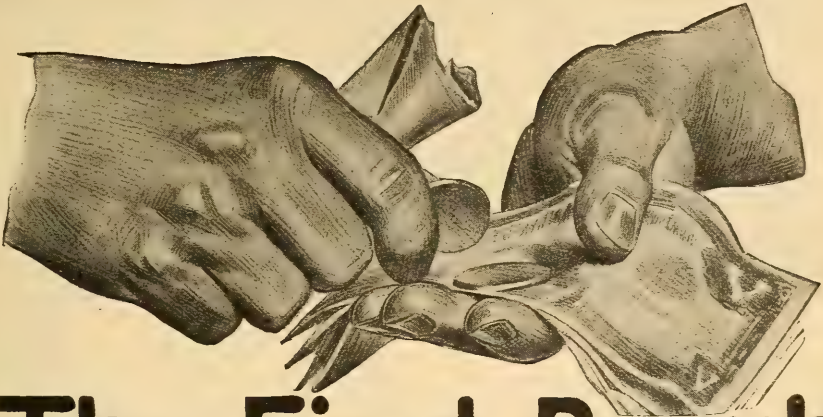
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Heating and Ventilation
Plumbing Inspector
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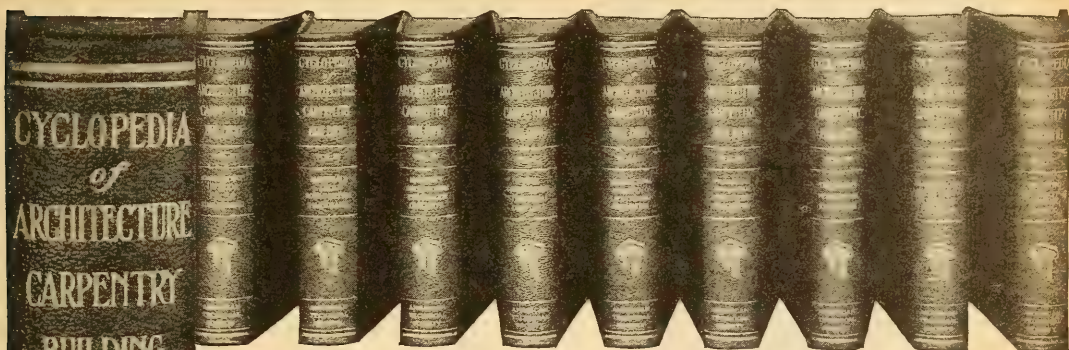
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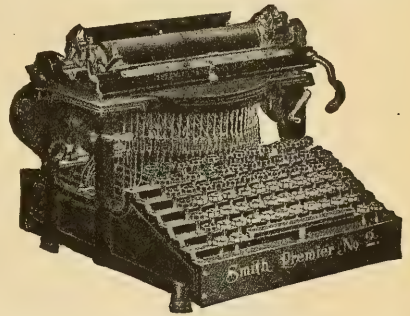
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Exploded

"It's the things we haven't got that make us unhappy," remarked the parlor philosopher.

"How about the toothache?" suggested the mere man.—Judge.

Maybe So

"I have a new idea about those supposed canals on Mars."

"Well?"

"They may be military trenches, don't you know."—Kansas City Journal.

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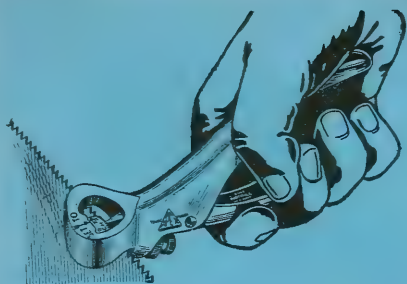
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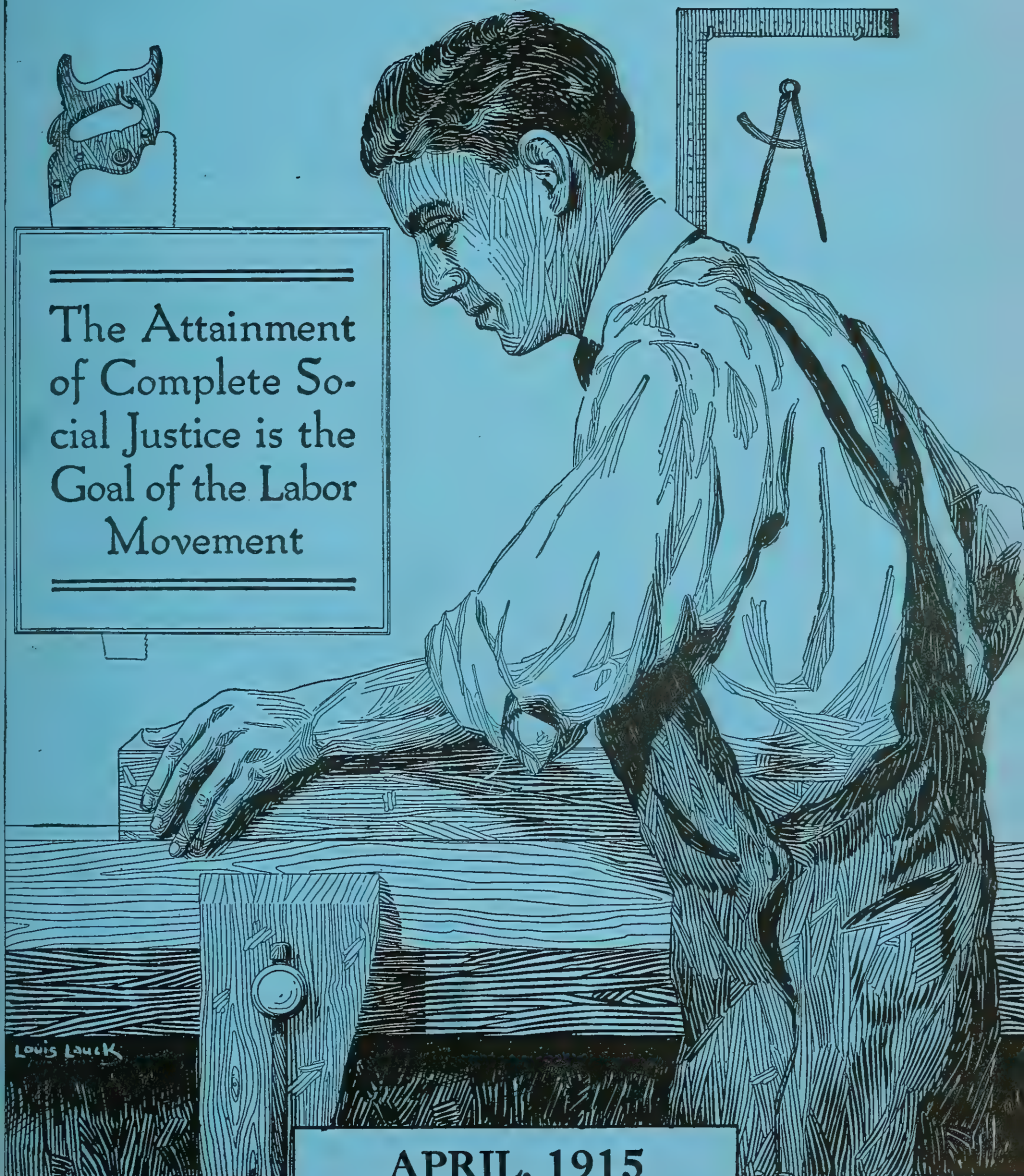
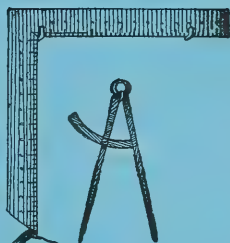
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The CARPENTER



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Louis Luck

APRIL, 1915

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SIMPLIFIED

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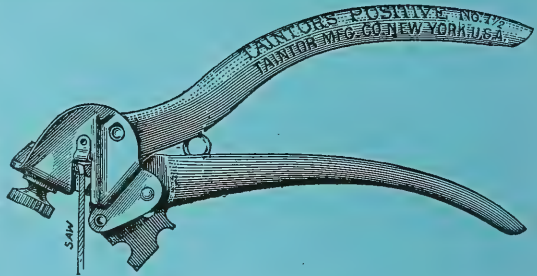
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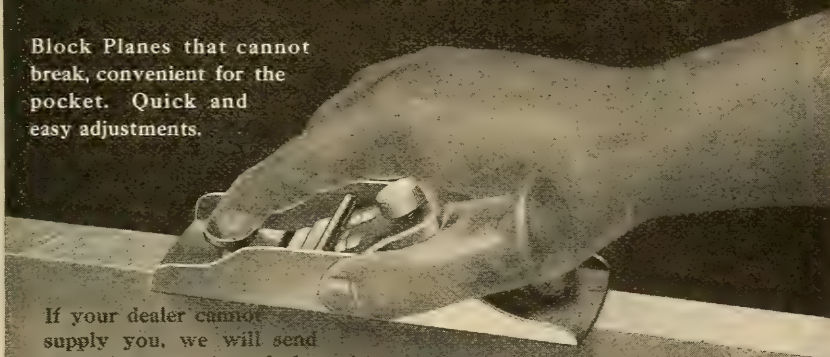
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The Carpenter



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The Carpenter

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THE CARPENTER

A Monthly Journal for Carpenters, Stair Builders, Machine Wood Workers,
Planing Mill Men, and Kindred Industries

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INDIANAPOLIS, APRIL, 1915

One Dollar Per Year
Ten Cents a Copy

◁ TIME ▷

Time's glory is to calm contending kings;
To unmask Falsehood, and bring Truth to light;
To stamp the seal of Time on aged things;
To wake the morn, and sentinel the night;
To wrong the wronger, till he render right;
To ruinate proud buildings with his hours,
And smear with dust their glittering golden towers:
To fill with worm-holes stately monuments;
To feed Oblivion with decay of things;
To blot old books and alter their contents;
To pluck the quills from ancient ravens' wings;
To dry the old oak's sap, and cherish springs;
To spoil antiquities of hammered steel,
And turn the giddy round of Fortune's wheel.

—Shakespeare.

The Carpenter

THE VALUE OF PROTECTION

(By Dwight L. Stoddard.)



DON'T think I am going to make a political speech, for I am no politician and am not going to argue the case of Free Trade or Protection, or anything of the kind. Of course, there are two sides to the tariff question, but the protection I wish

to refer to is protection for the workingman.

The carpenter outside of the union is blind to his own good, and needs the protection the union can afford him, though he little realizes it. And while we have needed protection in many ways in our organization, liberal though it is, it falls short of the required amount of protection which the average carpenter's family needs.

When I first went into the union I thought I saw a great need of a protection for the out-of-work member which could tide him over spells of unemployment without compelling him to sever his connection with the union or to undermine his fellow workman, and, although I think it might be a hard proposition to handle in many aspects and possibly lead to abuses, still after twenty-five years' experience of unionism I think I see the need of such protection more clearly today.

We, unfortunates, who have been out of work all winter as a result of these hard times, do not want the jobs of the more fortunate ones who have had steady work, and we do not want them to pay directly any part of their weekly wage to us. But in an indirect way we want something along protective lines which will keep the wolf from the door through slack times so that we can still be here on earth and in condition for work when times brighten up. It may be difficult, as I have already said, to devise a proper scheme of this nature which would ap-

peal to our members. I know it has been tried by others, many times perhaps without the best success; but, be that as it may, protection of that nature is coming, not to the carpenters alone, but to the workers of the world, and the day is not very far off, either. We may as well prepare ourselves for it.

The value of protection in case of death was realized years ago, but it took much time to perfect the insurance companies of the land, and I don't consider them perfect, yet they are of value and a needed protection that no family can afford to be without. There are hundreds of private insurance companies that have received billions of dollars more than have ever been paid back to the people. And even these have been considered strong companies. At death the people have been well paid for every dollar they put into them. Yet they have cost the people at large a good deal more than was necessary. I think it was a blacksmith, in some way connected with the mines of Pennsylvania, who started the first fraternal insurance company and, although it might not have started right and have made many mistakes, same as the old-line companies, nevertheless it is still alive and of benefit to thousands of people.

Few carpenters have been on the relief committees of their unions as many years as I have. My wife organized the ladies' auxiliary many years ago and I feel quite sure there is not another carpenter's wife that has visited as many carpenters' homes of sickness and distress as she has. When death took the heads of families we have oftentimes seen the need of protection far in excess of the amount our union gives us, and still there are today many fraternal insurance orders that have a reserve of millions, which makes them so safe and the cost so small that every family in humble circumstances should belong to them—the fraternal features alone would be worth the cost. Protection in case of

The Carpenter

fire has become so universal, and although it seems a sort of unnecessary expense in a way, yet people realize the absolute need of it so much that practically everyone carries fire insurance for their protection, and if anyone is so careless as to not carry it and they are unfortunate enough to get burned out, they are more blamed than pitied, for the first thing one will hear is, that they ought to have known enough to have had their home insured.

But the need of protection in case of fire is not near as great as the need of guarding a working-class family against the contingency of death removing him who has to provide for that family.

Protection in case of sickness and accident is perhaps needed as much, or more, than life insurance. I remember one time one of our members was reported ill, but I did not know he was in my district. Some time afterward I was asked how he was getting along and, regretting the delay, I hastened to see what could be done for him at that late date. I knew by the location he was in a locality where they were mostly all very poor people, but I was surprised when I came to the number to find him living in one of the best homes in that locality. My greatest surprise came, however, when I got in to see the neglected brother. He was better and up and around, and I found that he had not neglected himself but had carried a good sick and accident policy, and to my surprise he told me he had already received \$50.00 from the accident company and that he would receive more. He appreciated my visit and offer of help, but as we were not paying a regular sick benefit and only helping the needy, he said: "If you have any money to help anyone take it to those worse off than I am." How fortunate we might all be if we had such protection when accident or illness overtakes us.

Saving one's money when able to do so, and putting it in the bank for the rainy day is, of course, the staple means

of protection. In that connection, too, it is well to choose a reliable and strong institution. Little as I have got, it is so divided up that there would have to be a most general crash to tie it all up. So it is also with my other means of protection. I study the state statistics of the different companies and pick out what I think the safest in both old line and fraternal insurance companies, and so with my entire family; we have one till full of bank books and another full of insurance policies. We believe in the most rigid protection. At this writing I have only one fire insurance policy, but as soon as I can arrange different matters that I have to look after in these hard times, I intend to have my fire insurance in at least two companies. Some may say I do not seem to have enough confidence, but I think I have had lessons enough to not only believe in "safety first," but as much safety as possible.

When every family is safely protected all along the line in case of fire, death, sickness, accident, old age and out of work, and even then saves up for a rainy day, how much sadness will be done away with and what a bright and beautiful world this will be to live in! Then when our life is spent, death, itself, will not seem near as hard.

We are taught that charity is the greatest of all virtues. I believe I have done my part in that line, and when it comes from one poor worker to another it is true charity; but charity as it is given from charity organizations is, in my opinion, one of the worst of all forms of assistance. For my part it cannot be condemned too much. But I do wish the public could know the true conditions as they exist: Charity at best is only temporary relief; it is no permanent benefit. I wish the workers of the land could become so well educated and protected all along the line that we could forever banish charity from the land of the free and the home of the brave. We can do much to help ourselves. There is need of great education along these lines.

The Carpenter

THE PROTECTION OF WOMEN WORKERS

(By Arthur Brisbane.)



THE important thing on this earth is the human race, not individual profits.

The women create the race, and the welfare of the women and girls, their health, strength, their vitality, their virtue, transmitted to their children, surpass in importance all other questions.

Today, under our methods of employment and competition, the working woman is the lower millstone in a grinding system of meanness, cupidity and heartless exploitation.

—Various Beasts of Burden—

Many animals are used by man as beasts of burden—from the Asiatic elephant, the small llama of the Andes, animals of all kinds, the horse, the ox, the mule, the ass, the camel, even the ostrich and the reindeer are made into working slaves for men. Cheapest of all among the animals that man harnesses and drives, in his money-making schemes, is the human female.

Do you want a miserable slave to stand on her tired feet all day long, with aching back and tired heart, and stretched nerves, for twelve or more hours a day—hire a girl of sixteen.

You can hire her for less than it actually costs to feed her if you are a good slave driver.

Do you want your office building scrubbed night after night? Do you want a human being on hands and knees to spend the hours of darkness every night, year in and year out, crawling across the cold stone floor, in the wet, scrubbing, cleaning, head bent, and face white and worn—hire some gray-haired woman, who has been left a widow with children, or who is cursed with a sick or a drunken husband? Such a woman you can hire for \$1 per night, if you know how to go about it, and how to find the

mother made desperate by her children's needs.

Do you want swiftly-moving fingers, keen eyesight, great agility, in your canning factory—or in your making of paper boxes or artificial flowers?

Hire little girls—you can get them by the thousands for a few cents a day.

—By Bribing Inspectors—

By bribing inspectors, or avoiding inspectors, you can work these children from daylight until dark, working the mothers, too, through the same hours. This is done; it pays and the affidavits and the photographs are on record, showing the half-fed, half-grown children falling asleep from exhaustion at their work, then awakened and driven to give up the last ounce of vitality by threats and blows.

This is a fine world for the man who wants to make a fortune out of cheap female labor.

The little store and the big store, the little tenement sweatshop, and the sweatshop in the loft, and the great sweating factory all compete, and their competition turns upon the question—how much labor can we extract from the bodies of women and girls, and how little money, how little food and rest can they be compelled to accept in return?

When merchants in the big cities need extra horses in their delivery department they pay, usually, \$1.75 a day for the use of a horse, and they must promise to take good care of it, drive it slowly, and must be driven only so many miles and so many hours.

The man who pays \$1.75 for the day's work of a horse pays 50 cents, and often less, for the day's work of a girl or a woman. And the horse needs only a bed of straw, oats and hay, no clothing. You know what the woman ought to have, although she does not get it.

More and more the women of the country are drawn into the whirlpool of industry and commerce, half paid and half fed.

The Carpenter

—Mothers' Vitality Drained—

More and more the vitality of the mothers of the next generation is drained and diminished for the sake of profit.

Now every little child put to work beyond its strength, every girl harnessed to a machine run by electricity at high speed, every woman overworked, underpaid and underfed represents a weak mother, and every weak mother means weak children and a weaker generation to succeed this one.

The story has been told in England, where child labor and overworked, underpaid female labor produced a generation so sickly and stunted that it was difficult to find recruits of the proper size even for as small an army as the English army.

Are we going to have in the United States and in the big cities a population like that of the East End of London, a Whitechapel district, where the women bear babies that are called "wasters" children, that no skill can save from the grave in infancy?

Are we to have duplicates here of the miserable, half-starved and often degraded English working girls, living on a few shillings a week, keeping their bodies and nervous energy going with tea, or with gin?

Why was this republic established?

Was it to enrich a few merchants and manufacturers, or was it to create a nation free, strong and healthy, with the women powerful, good mothers, the children healthy and at play, and the men able to protect the women and safeguard the children in their youth?

—Supply and Demand?—

Supply and demand? What have supply and demand to do with questions affecting the welfare of a race?

There was a supply of slaves in the South, and a great demand for them in the cotton fields and rice swamps. But this country spent a million lives and five thousand million dollars to demonstrate the fact that supply and demand, as interpreted by brutal selfishness, do not rule, when men are in earnest.

When we say here that the law should and will compel the payment of decent wages to women we are told that we ignore the law of "supply and demand," and that these things must regulate themselves.

Nothing regulates itself. Man has his intelligence in order that he may regulate conditions and abolish brutality, and compel justice.

We make thousands of laws to protect the merchant and the manufacturer in their money making.

Our government attacks and punishes combinations and conspiracies in restraint of trade, because they hurt the individual business man.

We forbid the railroads to practice extortion and oppose the money-making shipper of goods through rebates.

We say that the passenger shall be carried at so much per mile, that the thousand feet of gas shall be sold for so many cents.

In every direction, when money is involved, we make laws forbidding oppression, compelling fair prices, protecting industrial, commercial and personal rights. Shall we not also make laws protecting women and girls against the sharks and the shark-like selfishness by which they are exploited and ground down?

—For a Living Wage—

No man denies that women and girls are hired, forced by their poverty and helplessness, to work for wages upon which they cannot live.

Upon such wages, paid to hundreds of thousands of women, normal health and strength cannot be maintained.

The law would not permit a man to underfeed a horse and gradually wear him out. This would be prevented regardless of any argument as to competition. Cruelty being demonstrated, the half-fed animal would be protected and the owner punished.

Cruelty exists, and heartless brutality exists, wherever a woman or girl is put to work, paid less than it costs her to live, or worked beyond her strength.

The Carpenter

To overwork or starve a woman, to drive girls to immoral lives, is crime, and the law should prevent crime regardless of "economic arguments and laws."

For years the matter has been left haphazard to accident, to competition, to individual selfishness, and for years conditions have been getting worse.

It is time for the public intelligence, the public conscience and the public power to protect women by law.

Every legislature in every state should punish as a felony the criminal underpaying and overworking of women employees.

Careful investigation, intelligent and honest consideration of conditions and cost of living should underlie such legislation, of course.

In the cities, where rents and living expenses are highest, the minimum, that is to say, the lowest, legal wage should be higher than in the smaller towns and villages, where life's cost is less.

—Can't Hurt Business—

This would discourage the dreadful crowding in great cities, the criminal building of factories and sweatshops in narrow, sunless city streets. It would scatter population and counteract a great evil of our day.

Do not imagine that any capable or honest man, any useful industry or business, would be injured by laws giving just protection to women.

That which is good for the whole nation is good for every citizen in it.

Establish by law a minimum wage for women, protect the children by law against deadly child labor, and you protect the well-meaning employer, the man with a conscience and a heart.

Forbid the exploitation of women, the starving and underpaying of girls by miserable and heartless employers, and you protect the good employer, since you protect the fair man against heartless competition.

Many a man conducting a great business is filled with shame as he contem-

plates his pay roll. He has, perhaps, one thousand women and girls working for him, and he knows that at least three-quarters of them are shamefully underpaid, because they are poor and unorganized.

But he must pay what the others pay or go out of business.

He competes with other employers in his ability to buy goods, in his knowledge of public taste, in his power of organization. He competes also in his power to buy the life blood of working women at the lowest possible price.

—Will Protect Honest Employers—

Laws that will protect the working women against starvation wages will protect honest employers. And, what is far more important, such laws will protect the coming generation and the future of this country.

It will be said that men are underpaid also, that disorganized labor suffers, and that the wives and children of the laborer suffer, in the competition of low wages. That is true.

But one step at a time is man's way of walking. And one step at a time is the government's way of lawmaking.

Protect the women and girls, compel payment of decent wages, jail the man who hires a girl or woman for less than it costs her to live decently, or who works her so hard as to leave no energy in her body for the duties of motherhood, and you will have made a good beginning.

A Need of Today

The advantages of high dues as a means of increasing the prestige of trade unionism have been reiterated in these pages from time to time. Power and influence are coming to depend more and more upon the question of adequate resources than perhaps at any time in the past and a well-filled treasury is an essential necessity of the modern trade union if it is to properly fulfill its mission in the modern industrial world.

Editorial



THE CARPENTER

Official Journal of
**The United Brotherhood
of
Carpenters and Joiners of America**

Published on the 15th of each month at the
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UNITED BROTHERHOOD OF
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FRANK DUFFY, Editor

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INDIANAPOLIS, APRIL, 1915

An Appropriate Tribute

In launching undertakings such as expositions of national or international importance the part played by labor in bringing them into existence is usually forgotten or tacitly ignored, and although the clang of the hammer is often heard during the dedicatory exercises, it rarely or never reminds the speakers of the energy and toil, the labor and the sweat that has gone into the creation of the miniature fairyland which has arisen around them.

We are, however, glad to see that such was not the case at the recent opening of the Panama-Pacific Exposition, for at least one of the orators on the opening day, Mayor Rolfe, of San Francisco, felt himself impelled to pay a tribute to the army of workmen who labored night

and day for many months building up the wonderful artificial city which stands just inside the Golden Gate on the shores of San Francisco bay. In his address, Mayor Rolfe expressed himself as follows:

These palaces of the people are the work of men, and by work I mean hard work. Into this exposition, every morning, trudged thousands of men, and out of it, every evening, they thronged homeward. These were not in holiday dress. They wore no glittering badges on their coats. They waved no flags and banners, and they made no speeches. Their badges were the badges of toil, a smear of plaster here, a splash of cement across the shoe or a smear of paint across the sleeve. These were their ribbons of honor, their marks of distinction. Their robes of state consisted of overalls and jumpers. It was their labors that transformed a waste of mud flats and sand dunes into the fairyland that lies before us. They sank the piles upon which these colossal structures stand; they built them up, timber by timber, stick by stick, and bolt by bolt. Let's give them their dues—let's give full praise to the men of muscle and skill, the men of strong arms and level heads. They built what we see here. It is the biggest and best job on earth. It is a monument to the man who works, and in San Francisco's name I thank him for it.

It is significant of this tribute, as it is perhaps one of the most striking things in connection with the Exposition, that the Panama World's Fair is one of the first undertakings of the kind to be built and conducted in conformity with trade union rules and principles. We understand that union conditions prevailed at all times, mechanics were paid union wages and the utmost harmony existed throughout between the Exposition authorities and the labor unions. It is particularly pleasing also to confirm this in regard to our own organization, many of our members being employed in the erection of the buildings under the jurisdiction of the Bay Counties D. C.

This should furnish material for reflection on the part of the dyed-in-the-wool union haters, who like to make it

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appear that work on such a large scale could not be carried out according to union rules without friction arising and who also claim that modern industrial methods are incompatible with union demands and vice versa. Such a large undertaking as a World's Fair, it must also be remembered, presents features not usually present in ordinary work. Questions of expediency, rush and so forth enter in a way that might be thought difficult for union rules to cover, and yet, notwithstanding such circumstances, nothing occurred to lend color to the suggestion that they could not be overcome from the collective standpoint as well as individually.

In short, this elaborate feat of construction demonstrates that where union labor meets fair and honorable treatment at the hands of employers it may be taken for granted that the boggy of friction and dissatisfaction need not be feared and that no matter how big the job may be or how unusual may be the circumstances under which it is undertaken, it will be completed with the greatest possible efficiency and smoothness. It also proves that trade unionism is on a surer footing today and that the dignity of labor has appreciably risen in consequence. That is why we hear such tributes paid to the man who toils as that which Mayor Rolfe delivered at the opening of the Exposition.

* * *

Colorado Once More

Just two days before the adjournment of Congress the committee on mines and mining of the House of Representatives, which investigated the Colorado coal strike during the months of February and March, 1914, made public its report. The majority report was signed by M. D. Foster, of Illinois, chairman of the committee; John M. Evans, of Montana, and Howard Sutherland, of West Virginia, while brief minority reports were submitted separately by James F. Byrnes, of North Carolina, and Richard W. Austin, of Tennessee.

The majority report severely criticises the Colorado militia, pointing out that

mine guards and deputy sheriffs were enlisted and charges that some of the militia seized the opportunity "while clothed with the authority of the State to engage in various lawless acts," and that "in other instances the acts were of an immoral kind and of such a nature as to be unfit for publication." The report condemns the practice of permitting deputy sheriffs to serve upon juries and also the system of closed camps inaugurated by the coal interests. To some of these camps, it is pointed out, no one was permitted to come for the purpose of selling goods in competition with the company's store and candidates for office were not permitted to enter and meet the miners unless the operators favored them.

The Rockefellers and the other Colorado coal magnates come in for their share of censure. John D. Rockefeller, Jr., is characterized as "a long-distance director" and his unfamiliarity with local affairs and his testimony in Washington a year ago that he would be willing to lose his investments in a fight for the principle which he declared to be involved are adversely commented upon.

Failure to bring about an amicable solution of the strike is squarely laid to the operators, who "did not indicate a willingness to settle the trouble "by meeting with the representatives of the miners, which they should have done." No specific recommendations are contained in the report except in so far as it says that "it should be the duty of the Government to assist any State in settling a dispute that is nationwide in its scope, and if any Federal law can be enacted that will help, not only in Colorado but in any other State that may be similarly situated, it is the duty of Congress to speedily put upon the statute books the necessary laws so that such industrial disturbances may forever cease."

In closing, the report adds, very significantly: "If these strike troubles continue to break forth it will plainly be necessary to consider seriously whether some measure of regulation shall not be adopted with reference to this business

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as carried on in interstate commerce as is now done with reference to the business of transportation."

One does not have to read between the lines of this report to realize that those who framed it have very definite opinions as to the manner in which State rights and the rights of men, women and children were trampled upon during the industrial chaos which existed in Colorado, and it is not unlikely that it may form the basis of remedial legislation in the next Congress to prevent such an usurpation of power by the beneficiaries of special privilege at any time in the future.

* * *

Legal Inconsistency

The recent decision of the United States Supreme Court declaring the Kansas anti-coercion law unconstitutional is pointed out by a writer in *The Survey* as a notable instance of legal inconsistency when it is taken into account that as early as 1898, the same court recognized that inequality in bargaining power was a justification for labor legislation. In sustaining the Utah eight-hour day for miners, at that time, the Court said:

"The Legislature has also recognized the fact . . . that the proprietors of these establishments and their operatives do not stand upon an equality. . . . The latter are often induced, by the fear of discharge, to conform to regulations which their judgment, fairly exercised, would pronounce to be detrimental to their health and strength. In other words, the proprietors lay down the rules and the laborers are practically constrained to obey them. In such cases self-interest is often an unsafe guide, and the Legislature may properly impose its authority."

The Supreme Court repudiated this doctrine on January 25, when it decided the case of *Coppage vs. Kansas*, growing out of the new Kansas law. Coppage, a superintendent of the Frisco line, threatened an employe with discharge unless he signed an agreement to give up his membership in the switchmen's union. A law of Kansas made this threat a misdemeanor and now the Supreme Court, in

an opinion delivered by Justice Pitney, holds that the Kansas statute was unconstitutional under the fourteenth amendment. The position was taken by the court (Justices Holmes, Day and Hughes dissenting) that the Kansas statute has no "reference to health, safety, morals or the public welfare beyond the supposed desirability of leveling inequalities of fortune by depriving one who has property of some part of what is characterized as his 'financial independence.'" This involves the right to make contracts at the most favorable terms. To the employer it means getting the full benefit of his advantages in bargaining. With this "financial independence" the State may not interfere. The court said:

"As to the interest of the employed, it is said by the Kansas Supreme Court to be a matter of common knowledge that 'employes, as a rule, are not financially able to be as independent in making contracts for the sale of their labor as are employers in making a contract for the purchase thereof.' No doubt, wherever the right of private property exists, there must be and will be inequalities of fortune; and thus it naturally happens that parties negotiating about a contract are not equally unhampered by circumstances.

"And, since it is self-evident that, unless all things are held in common, some persons must have more property than others, it is, from the nature of things, impossible to uphold freedom of contract and the right of private property, without, at the same time, realizing as legitimate those inequalities of fortune that are the necessary result of the exercise of those rights.

"But the fourteenth amendment, in declaring that a State shall not 'deprive any person of life, liberty or property without due process of law,' gives to each of these an equal sanction; it recognizes 'liberty' and 'property' as co-existent human rights, and debars States from an unwarranted interference with either.

"And, since a State may not strike them down directly, it is clear that it

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may not do so indirectly, as by declaring in effect that the public good required the removal of these inequalities that are but the normal and inevitable result of their exercise, and then invoking the police power to remove the inequalities, without other object in view."

The menace of the Cabbage decision lies not in the fact that it invalidates the anti-coercion law of Kansas and similar statutes in other States as well, but in the reasoning employed by the majority—in the doctrine of financial independence. The Adair case has already established that employers may discharge workmen because of union membership. The Cabbage case goes but little further in holding that employes may be required to sign an agreement that they will not belong to a labor union. In actual practice, however, existing anti-coercion acts have been worthless.

The analogy between the new doctrine and that enunciated in the Utah eight-hour case is striking. There the "financial independence" of the employer was held to be a justification for the interference of the State. Here "financial independence" is represented as being guaranteed by the constitution. Arbitrary as the decision is, it at least concedes that "financial independence is not independence of law" and that when it conflicts with "health, safety, morals or the public welfare" it may be restricted. Practically all labor laws, it is comforting to note, can be sustained because they have this relation, but there is no denying the fact that the decision in the Kansas case is likely to have an unfavorable effect on the enactment of laws favorable to labor. Its very arbitrariness may nevertheless have a beneficial result in the long run, for it brings out clearly and sharply the fact that though the shop which the union closes to the non-unionist has often been held unlawful—the shop which the employer closes to the union workman is now held to have the protection of the constitution.

* * *

Seamen Win Victory

The long fight of the seamen of the

United States for safer and better conditions at sea was crowned with victory on March 4, when President Wilson signed the bill, sponsored by Senator La Follette, which was passed by the recent Congress. For twenty-three years, from January, 1892, to March, 1915, the organized seamen of the United States were persistent in agitating for this legislation, which relieves an American seaman from any criminal proceedings for violating a contract to labor, thus placing him exactly in the same position as any other workman. This provision is of prime importance, as it abolishes imprisonment as a penalty for quitting work on any vessel of the United States in a foreign port and relieves consular agents of the United States from the disagreeable duty which the pernicious practice imposed upon them. It also secures the abrogation of treaty provisions of such a nature. The new law guarantees freedom to the sailor by extending to the foreign trade the benefits of the law of 1898, which abolished involuntary servitude in the domestic trade and that to nearby foreign countries.

Other clauses of the bill also increase the status of the American sailor. For instance, under the old law shipowners were permitted to employ any landsman who had never seen service on the water. Under the present act no vessel will be permitted to depart from any port in the United States unless she has on board a deck crew composed of a certain percentage of able seamen exclusive of licensed officers and apprentices. In the first year such percentage must be at least forty; in the second year forty-five, in the third year fifty, in the fourth year fifty-five and thereafter sixty-five per centum of the deck crew.

A nine-hour workday and no unnecessary work on Sundays is also provided. Three years' service on deck is required to obtain the rating of able seamen at sea and eighteen months on lakes, bays and sounds. Better sanitation and hospital provisions are required on vessels and several measures of safety for passengers and crew are incorporated, in-

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cluding an increase in the number of lifeboats and able seamen to man them. The latter provision, however, falls short of what had been demanded by the supporters of the bill.

The organized seamen of the nation are to be congratulated on the successful termination of their struggle for better conditions of labor for which they have had to wait so long. As a result of it they have secured the same rights enjoyed by workers ashore. We trust it may be the forerunner of greater concessions for them and a larger degree of freedom and that it shall encourage them to continue their laudable efforts in behalf of greater safety and security of toil and travel on the seas.

* * *

A Relentless Course

In the first trial of strikers indicted for murder arising out of the industrial trouble in the Colorado coal regions, which, by the way, resulted in acquittal for the accused strikers, the charge was openly made by Horace N. Hawkins, chief counsel for the defense, that Rockefeller money was used to aid the prosecution.

The case was that of seven miners who were charged with killing mine guards employed by the Oakdale Coal Company at La Veta, Colo., and it is significant of what transpired at the trial that an era of "burying the hatchet" is not yet at hand in Colorado, no matter how strong protestations of tolerance and friendliness may be made by Mr. John D. Rockefeller, Jr., in the East.

Attorney Hawkins' statement is to the effect that on the opening day of the trial, January 4, appearance was entered for the prosecution of Thomas H. Devine, the regularly retained counsel for the Colorado Fuel and Iron Company at Pueblo; Charles C. Hayden, for many years representative of said company in Huerfano county, and Jesse G. Northcutt, the leading counsel for said company concerning strike matters. "Mr. Rockefeller's company," said Mr. Hawkins, "owns no interest in Oakview property, but is employing and paying attorneys who are openly conducting and con-

trolling the prosecution. Affidavits so charging, filed January 4, have not been and will not be disputed."

In addition it was shown that detectives employed by the Colorado Fuel and Iron Company were in attendance, including Walter Belk, of the Baldwin-Felts strikebreaking agency, and Jeff Farr, the C. F. & I. sheriff of Huerfano county. Large numbers of the non-union employes of the Rockefeller steel plant were on the jury list and the Rockefeller attorneys strove to qualify them as jurors, notwithstanding the bitter feeling that has existed.

It is reassuring to learn that the prosecution in the La Veta case fell through, notwithstanding the sinister attempt made to clog the wheels of justice, but it is strange at the same time that the Colorado coal interests should expose themselves in such a relentless light at this late day. One would imagine that they were by this time heartily sick and tired of the violence and hatred engendered by the long drawnout strife and would at least refrain from adding fuel to fire by entering upon such a course as was disclosed in the La Veta case.

It is surprising to see how many states still cling to the prison contract system under the delusion that it is a shrewdly paying business policy on their part. Isn't it about time they recognized that there is no greater incentive to flagrant industrial immorality than such an exploitation of the labor of prisoners? By engaging in this degrading practice a state (which should be a model employer of labor) places itself upon the same footing as the most relentless sweatshop employer, who thrives on the labor of underpaid women and children.

* * *

Evidently the value of the labor press is not fully realized in Rochester, N. Y., judging from the fact that the Rochester Labor Journal recently announced its retirement from the labor newspaper field. And after a career of sixteen years, too. We wonder what's the matter with Rochester?

Official Information



GENERAL OFFICERS
OF
The UNITED BROTHERHOOD
OF
CARPENTERS and JOINERS
OF AMERICA

General Office,
Carpenters' Building, Indianapolis, Ind.

General President,
JAMES KIRBY, Carpenters' Building, Indianapolis.

General Secretary,
FRANK DUFFY, Carpenters' Building, Indianapolis.

General Treasurer,
THOMAS NEALE, Carpenters' Building, Indianapolis.

First Vice-President,
W. L. HUTCHESON, Carpenters' Building, Indianapolis.

Second Vice-President,
ARTHUR A. QUINN, 109 N. Market St., Perth
Amboy, N. J.

General Executive Board,
First District, T. M. GUERIN, 290 Second
Ave., Troy, N. Y.

Second District, D. A. POST, 416 S. Main St.,
Wilkes-Barre, Pa.

Third District, JOHN H. POTTS, 646 Mellish
Ave., Cincinnati, O.

Fourth District, JAMES P. OGLETREE, 278
Keel St., Memphis, Tenn.

Fifth District, HARRY BLACKMORE, 4223
N. Market St., St. Louis, Mo.

Sixth District, W. A. COLE, 129 Henry St.,
San Francisco, Cal.

Seventh District, ARTHUR MARTEL, 1399
St. Denis, Montreal, Que., Can.

JAMES KIRBY, Chairman.

FRANK DUFFY, Secretary.

All correspondence for the General Executive
Board must be sent to the General Secretary.

-:- Our Principles -:-

Resolved, That we, as a body, thoroughly approve of the objects of the American Federation of Labor and pledge ourselves to give it our earnest and hearty support.

Union-Made Goods

Resolved, That members of this organization should make it a rule, when purchasing goods, to call for those which bear the trademark of organized labor, and when any individual, firm or corporation shall strike a blow at labor organizations they are earnestly requested to give that individual, firm or corporation their careful consideration. No good union man can kiss the rod that whips him.

Labor Legislation

Resolved, That it is of the greatest importance that members should vote intelligently; hence the members of this Brotherhood shall strive to secure legislation in favor of those who produce the wealth of the country, and all discussions and resolutions in that direction shall be in order at any regular meeting, but party politics must be excluded.

Immigration

Resolved, That while we welcome to our shores all who come with the honest intention of becoming lawful citizens, we at the same time condemn the present system which allows the importation of destitute laborers, and we urge organized labor everywhere to endeavor to secure the enactment of more stringent immigration laws.

Faithful Work

Resolved, That we hold it as a sacred principle that Trade Union men, above all others, should set a good example as good and faithful workmen, performing their duties to their employers with honor to themselves and their organization.

Shorter Hours of Labor

We hold a reduction of hours for a day's work increases the intelligence and happiness of the laborer, and also increases the demand for labor and the price of a day's work.

Miscellaneous

We recognize that the interests of all classes of labor are identical, regardless of occupation, nationality, religion, or color, for a wrong done to one is a wrong done to all.

We object to prison contract labor, because it puts the criminal in competition with honorable labor for the purpose of cutting down wages, and also because it helps to overstock the labor market.

Resolved, That we most earnestly condemn the practice in vogue in many cities, but more especially in the West, of advertising fictitious building booms, as it has a tendency to demoralize the trade in such localities.

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Notice to Recording Secretaries

The quarterly circular for the months of April, May and June, containing the quarterly password, has been forwarded to all Local Unions of the U. B. Accompanying it are six blanks for the F. S., three of which are to be used for the reports to the General Office for the months of April, May and June and the extra ones to be filled out in duplicate and kept on file for future reference. Inclosed in the circular are also six blanks for the treasurer, to be used in transmitting money to the G. O.

Recording secretaries not in receipt of the circular and accompanying matter by the time this journal reaches them should immediately notify the G. S., Frank Duffy, Carpenters' building, Indianapolis, Ind.

Proceedings of the First Quarterly Session, 1915, of the G. E. B.

(Continued from Last Month.)

February 4, 1915.

All members present.

The G. S. is instructed to get information from the Bookwalter-Ball Printing Company of Indianapolis as to whether or not said firm will continue printing The Carpenter at the present price until the U. B. installs its own printing plant.

Findlay, Ohio.—Request of L. U. No. 822 for official sanction in support of a movement for an increase in wages of 12-3 cents per hour, effective April 1, 1915. The official sanction desired is granted and the Board recommends that the next trade movement entered into be for the shorter workday.

Coffeyville, Kan.—Communications were read from L. U. No. 1212 requesting an appropriation to pay benefits to members who had been locked out. The lockout was brought about as the result of a trade movement for an increase in wages, and as L. U. No. 1212 did not comply with Section 144 of the General Constitution and file Schedule of Inquiries with the G. S. at least sixty days before the movement was to take effect, the Board cannot see its way clear to comply with the request for benefits.

Philadelphia, Pa.—A communication was received from the Pennsylvania State Council of Carpenters, inviting the members of the Board to attend the first annual convention of the council in Pittsburgh on February 15th. The invitation is accepted and those of the members of the Board who can attend will do so.

Brooklyn, N. Y.—A communication was re-

ceived from L. U. No. 247 requesting the G. E. B. to consider the advisability of permitting Local Unions to use their general funds toward maintaining their membership during the present period of unemployment. The request is denied, as the mode of procedure in matters of this kind is governed by Section 220 of the General Constitution.

Regina, Sask., Can.—Request received from L. U. No. 1867 that its members be exempted from the payment of dues for a given time. The request is denied, as the G. E. B. has no authority to comply with same.

Winnipeg, Man., Can.—Request of L. U. No. 974 for extension of time to pay per capita tax, also to exempt members in poor circumstances from the payment of dues. The request is denied, as the G. E. B. has no authority to comply with same.

Toronto, Ont., Can.—A communication was received from the Ontario Provincial Council relative to members of the U. B. who are serving in the war, requesting that these members be held in suspension until their return without payment of dues, that their benefits be protected and that on their return they be placed in the same standing as before they went to war. While the Board realizes fully the difficulties with which our Local Unions and members have to contend, the Board has no authority to comply with the requests made. Members while in military service will not be entitled to benefits or donations from the General Office.

The General Secretary brought to the attention of the G. E. B. the request of L. U. No. 891, Hot Springs, Ark., that a brother member who joined said L. U. under fifty years of age as a semi-beneficial member, being in poor health at that time, be placed in full beneficial standing, said brother now being in good health and under fifty years of age and willing to supply a doctor's certificate to that effect. The Board rules that upon this member supplying a doctor's certificate from some reputable physician, selected by the L. U., he shall be classed as a full beneficiary member.

Brother Ogletree was called home on account of sickness in his family.

Lawrence, Mass.—Request of L. U. No. 1896 for financial assistance. The matter is referred to the G. P. for investigation.

A communication from Brother Gabriel Edmonston suggesting that some action be taken toward providing a relief fund for the war sufferers was read and considered. The G. E. B. is in full accord with the spirit of the communication and commends same to our membership for their consideration and action.

Columbia, S. C.—A communication from L. U. No. 949 was received and read, the substance of which was that Congress pass a bill whereby the money in the U. S. Treasury could be loaned direct to the people. Received and filed.

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Tampa, Fla.—A communication was received from Organizer F. A. Mullan, requesting that a portion of the U. B. funds be loaned to our organization in Tampa to pay a debt on their hall. The request is denied, as the G. E. B. has no authority to make loans from the general fund.

Victoria, B. C., Can.—Request of L. U. No. 1848 for financial assistance, a new set of books and a list of membership, the records having been destroyed by the former treasurer. The Board grants the request for a new set of books and list of membership, and refers the matter of financial assistance to the G. P. for investigation.

February 5, 1915.

All members present except Ogletree, who was called home on account of sickness in his family.

Stockton, Cal.—A telegram was received from L. U. No. 266, reporting 135 members still answering roll call in the lockout in progress in that city. The Board appropriates \$810.00.

Fitchburg, Mass.—Request from the Northern Massachusetts D. C. for official sanction and financial aid in support of a movement for a minimum wage of \$3.82 per day and the Saturday half holiday, effective May 15th. Official sanction granted; financial aid to be considered as reports are made to the G. O.

Key West, Fla.—Communications in reference to suspended L. U. No. 1137 were read and laid over until the member of the Board from the Fourth District, who was called home on account of sickness in his family, returns.

Wilkesbarre, Pa.—A communication was received from the Wyoming Valley D. C. containing protest from L. U. 913 of Canal Zone, Panama, against the employment of aliens on the Panama canal work. The matter is referred to the G. S. to take up with the American Federation of Labor, as that body is already dealing with similar complaints from other organizations.

Glendale, Cal.—Correspondence from L. U. No. 563 of Glendale relative to the withdrawal of said L. U. from the Los Angeles D. C. was placed before the Board by the G. P. As the matter has already been adjusted, the papers are filed.

Kansas City, Mo.—A detailed statement and full accounting from the D. C. for an appropriation made by the G. E. B. in September, 1914, for men on strike was received and filed.

Portland, Ore.—Request of Bridge Carpenters' Union No. 872, endorsed by the D. C., for official sanction and financial aid in support of a movement for the eight-hour day. The Board grants the official sanction desired, the question of financial aid to be considered as reports are made to the G. O.

Toledo, Ohio.—A communication was received from L. U. 1897 (Box Makers) requesting that some action be taken toward having the U. B. label placed on Coca-Cola boxes. The matter is referred to the First General

Vice-President, he to take it up with the General Office of the Coca-Cola company.

Bids for printing two hundred thousand (200,000) English constitutions were submitted to the Board by the G. S. and were as follows:

Iron City Trades Journal Publishing Co., Pittsburgh, Pa., 200,000 English constitutions, \$1,367.50; extra four pages, \$25.00 per page.

Bookwalter-Ball Printing Co., Indianapolis, 200,000 English constitutions, \$1,512.75; additional pages, \$28.75.

Harrington & Folger, Indianapolis, 200,000 English constitutions, \$1,515.00; additional pages, \$29.00 per page.

The Cornelius Printing Co., Indianapolis, 200,000 English constitutions, \$1,550.00.

The Bramwood Press, Indianapolis, 200,000 English constitutions, \$1,645.00; extra four pages, \$105.00.

The Iron City Trades Journal Publishing Company of Pittsburgh, Pa., being the lowest bidder on printing two hundred thousand (200,000) copies of the English constitution, according to specifications, the contract for furnishing same was awarded said firm.

Savannah, Ga.—A communication was received from the Georgia State Council of Carpenters endorsing the request for an appropriation to assist in organizing the city of Savannah. Inasmuch as action has already been taken, the communication is filed.

Rock Island, Ill.—Complete accounting received from the Tri-City D. C. for an appropriation made by the Board in October, 1914, for the relief of men involved in a lockout. The request for an additional appropriation is denied.

February 6, 1915.

All members present except Ogletree.

Ft. Smith, Ark.—A telegram was received from L. U. 1755, of Ft. Smith, Ark., stating that its members were locked out. Referred to the G. S. to get further information.

Grand Rapids, Mich.—Full accounting from the D. C. of money appropriated in 1914 to members on strike in Grand Rapids received and filed.

Philadelphia, Pa.—Complete accounting from the D. C. of money appropriated in 1914 for men out on strike received and filed.

Detroit, Mich.—Complete accounting of money appropriated to the D. C. in 1914 for men on strike was received and filed.

Lawrence, Mass.—Complete accounting from L. U. No. 1896 of money appropriated in 1914 for relief of men on strike received and filed.

Northampton, Mass.—Complete accounting from L. U. No. 351 of money appropriated for relief of men on strike in the summer of 1914 received and filed.

Elgin, Ill.—Request of L. U. No. 363 for official sanction in support of a movement for a minimum wage scale of 50 cents per hour, effective May 1, 1915. Sanction granted as requested.

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Cincinnati, Ohio.—Complete accounting from the D. C. for money appropriated for the relief of the box makers on strike in the spring and summer of 1914 received and filed.

Nashville, Tenn.—Complete accounting from L. U. No. 41 for money appropriated in 1914 for relief of men on strike received and filed.

Dayton, Ohio.—Complete accounting from the D. C. for money appropriated in 1914 for relief of men on strike received and filed.

Boston, Mass.—Accounting of money appropriated in December, 1914, for relief of men on strike received. As the strike rolls are not signed by the individual members receiving a part of this appropriation, the G. E. B. instructs the G. S. to return same for the proper signature of each member.

Freeport, Ill.—Full accounting from L. U. 719 of money appropriated in 1914 for relief of men on strike received and filed.

Arecibo, Porto Rico.—Full accounting from L. U. No. 1589 of money appropriated in 1914 for relief of men on strike received and filed.

New Castle, Pa.—Full accounting from L. U. 206 for money appropriated in 1914 for relief of men on strike received and filed.

Yoakum, Texas.—A communication from L. U. 1495 stating that its members were locked out was referred to the General President for investigation.

February 8, 1915.

All members present.

Bids on printing post cards of the General Office building were received and filed for future reference.

The report of the delegates to the Thirty-fourth Annual Convention of the American Federation of Labor, held in Philadelphia in November, 1914, was read and filed.

Rock Island, Ill.—Partial accounting received from the Tri-City D. C. for appropriations made in the summer of 1914 for millmen involved in lockout. The accounting shows an unexpended balance of \$30.00, and the G. S. is instructed to request an accounting of this amount from the D. C.

London, Ont., Can.—Partial accounting received from L. U. No. 1946 for money appropriated for relief of men on strike in 1914. The G. S. is instructed to request the L. U. to make an accounting for the \$54.00 unaccounted for.

Lexington, Ky.—Partial accounting received from L. U. 1650 for money appropriated for relief of men on strike in 1914. The G. S. is instructed to request the L. U. to make an accounting for the \$12.00 unaccounted for.

The following extract from the report of the First General Vice-President to the Indianapolis convention was considered by the Board:

"Your committee would therefore further recommend that action be taken by our General Officers to the end that organizers may take up the work of organizing the mills wherever possible to do so."

The Board decides that no action is neces-

sary, as the General President has always instructed organizers to this effect. This is a part of their duty and in many cases the G. P. has organizers detailed to the mills only.

Resolution No. 2 of the Indianapolis convention, referred by the convention to the G. P. and G. E. B., and having reference to the appointment of a representative to attend all hearings of the New York Compensation Commission, was read and filed, as the G. E. B. does not deem any action necessary at this time.

Resolution No. 42 of the Indianapolis convention, referred by the convention to the G. E. B., and providing for the preparation of a trade autonomy declaration, was considered, and Brothers Blackmore, Martel and Guerin appointed as a sub-committee to prepare a rough draft.

Brothers Potts, Cole and Post were appointed a sub-committee to take up the report of the Committee on Apprenticeship of the Indianapolis convention and report back to the G. E. B.

Omaha, Neb.—Request of the Tri-City D. C. for official sanction and financial aid in support of a movement for a minimum wage of 55 cents per hour, effective April 1, 1915. The Board grants the official sanction desired, the question of financial aid to be considered as reports are made to the G. O.

February 9, 1915.

All members present.

Greensburg, Pa.—Request of L. U. No. 462 for official sanction and financial aid in support of a movement for an increase in wages of 10 cents per hour, effective April 1, 1915. The matter is referred to the G. P. for further investigation.

Lima, Ohio.—Request of L. U. No. 372 for official sanction in support of a movement for an increase in wages of 5 cents per hour, effective June 1, 1915. Action is deferred and the matter referred to the G. P. for further investigation.

Chicago, Ill.—Request of the D. C. for official sanction and financial aid in support of a new working agreement for the millmen, effective April 1, 1915. Action is deferred awaiting further information.

Chicago, Ill.—Request of the D. C. for official sanction and financial aid in support of a movement for a new agreement for the outside men, effective April 15, 1915. Action is deferred awaiting further information.

San Francisco, Cal.—A communication from the International Banking Corporation, soliciting a deposit of a portion of our funds, was received and filed until such time as the funds will warrant a transfer.

Indianapolis, Ind.—A communication from the Commercial National Bank, soliciting a deposit, was received and filed until such time as the funds of the U. B. will warrant a transfer.

Albany, N. Y.—Communications from Albany

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requesting that a portion of the U. B. funds be deposited in the National Commercial Bank of that city were received and filed until such time as our funds will warrant a transfer.

Augusta, Ga.—Communications from the National Exchange Bank of Augusta relative to securing a deposit were read and filed until such time as the U. B. funds will warrant a transfer.

Columbia, S. C.—The Board received from the Palmetto National Bank of Columbia a communication soliciting a deposit of a portion of our funds in that institution. Same was filed until such time as the funds will warrant a transfer.

That part of the report of the General President to the Indianapolis convention, dealing with the question of "Old Home and Pensions," referred by the convention to the incoming General Executive Board, was carefully considered by the Board, after which it was decided that it be referred to the General Secretary, he to procure all the information possible on these questions for submission later to the G. E. B.

Resolution No. 33 of the Indianapolis convention, referred by the convention to the G. E. B., and dealing with the removal of headquarters from Indianapolis, was considered and filed, as the G. E. B. does not deem it advisable to move our headquarters at this time.

Minneapolis, Minn.—Resolution No. 32 of the Indianapolis convention, submitted by the Minneapolis District Council and requesting an appropriation of one thousand dollars for organizing purposes, was referred to the G. S. and Board Member Blackmore for further investigation, having previously been considered by the Board in October, 1914, and referred to the G. P.

Houston, Texas.—The case of Brother Pope, ex-Financial Secretary of L. U. No. 213 of Houston, and the action of said L. U. on the charges preferred against him for violation of Sections 196 and 198 of the General Constitution, was submitted to the Board by the G. P. The G. E. B. requested the G. P. to have an audit made of the books and accounts of L. U. No. 213.

The G. E. B. decided to take a recess from February 10th to February 23rd in order to take up for consideration the report of the Tabulating Committee and the Committee on Codification of the General Constitution.

February 10, 1915.

All members present.

The sub-committee appointed to prepare a rough draft of a trade autonomy declaration, as per Resolution No. 42 of the Indianapolis convention, referred by the convention to the Board, submitted a report and the matter was laid over for further consideration at a later session of the G. E. B.

The special committee of the G. E. B. on Apprenticeship System, to whom was referred the report of the Committee on Apprenticeship

of the Eighteenth General Convention, submitted a report and same was made a special order of business for the April meeting of the Board.

Boston, Mass.—Appeal of the D. C. of Boston, Mass., from the decision of the G. P. in the case of Chas. O. Gunderson, Wm. A. Taylor and Michael Maloney vs. the Boston D. C. The decision of the G. P. is sustained on the grounds set forth therein and the appeal dismissed.

Boston, Mass.—Appeal of the D. C. of Boston from the decision of the G. P. in the case of Patrick J. McKenna vs. the Boston D. C. The decision of the G. P. is sustained on the grounds set forth therein and the appeal dismissed.

Boston, Mass.—Appeal of the D. C. of Boston, Mass., from the decision of the General President in the case of Daniel J. McNeil, of L. U. No. 1393, vs. the Boston D. C. The decision of the G. P. is sustained on the grounds set forth therein and the appeal is dismissed.

San Francisco, Cal.—Appeal on the Bay Counties D. C. from the decision of the General President in the case of Jas. F. McDonald vs. the Bay Counties D. C. The decision of the G. P. is sustained on the grounds set forth therein and the appeal dismissed.

Great Falls, Mont.—The G. P. submitted a telegram from Organizer Dowler relative to situation in Great Falls and wanting to know if financial aid was forthcoming. The G. S. is instructed to get full information as to the present status of the case, number of men out, how long out, etc.

A proposition was received from the Book-walter-Ball Printing Company of Indianapolis agreeing to continue to print the official monthly journal as per terms and conditions of the old contract until such time as a new contract is desired or the Brotherhood installs its own printing plant. The proposition is accepted.

Louisville, Ky.—A communication from L. U. No. 64 of Louisville relative to work now being done in that city by the Blome-Sinek Company, contractors, of Chicago, Ill., was placed before the Board. Inasmuch as the General President is handling this case the communication is referred to him.

The Board took up for consideration Resolution No. 43 of the Indianapolis convention, demanding that all Locals of the U. B. holding affiliation with local councils of the Building Trades Department of the American Federation of Labor be instructed to discontinue such affiliation. At the present time the G. E. B. does not believe it advisable to make this order general, as in many cases the other trades are working in harmony with the carpenters.

The request of the Women's Trade Union League of America for financial assistance was considered by the Board in conjunction with Resolution No. 47 of the Indianapolis conven-

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tion, referred by the convention to the Board. The G. E. B. appropriates \$500.00, same to be sent through President Gompers, of the American Federation of Labor, as the sentiment of the G. E. B. is that this work ought to be done by the A. F. of L. Proper accounting for same to be made later.

Key West, Fla.—Communications from former members of L. U. 1137, of Key West, were again taken up, and after hearing from the member of the Board from the Fourth District, the G. E. B. decided that no further action was necessary.

The G. E. B., through the G. S., decided to notify all Local Unions of this U. B. now affiliated with the dual Central Labor Union of Greater New York to discontinue such affiliation within thirty days from date of notice and so notify this office. Failure to do so, the G. P. is ordered to revoke the charters of all Local Unions not complying with this order and transfer their membership to other locals.

There being no further business to come before the Board at this time, a recess was taken until February 23, 1915, as per previous action.

Respectfully submitted,

FRANK DUFFY, Secretary

Indianapolis, Ind., February 23, 1915.

The General Executive Board reconvened on the above date, as per previous action, General President Kirby in the chair and all members present.

Erie, Pa.—Appeal of Mrs. Elizabeth Getchell from the decision of the General Treasurer in disallowing claim for funeral donation on the death of Brother H. S. Getchell, late a member of L. U. No. 284. The decision of the G. T. is sustained on the grounds set forth therein and the appeal dismissed.

The Board decides that the General President shall have full charge of the operation of the printing plant.

The G. P. is instructed to submit complete plans with estimated cost of equipment for the installation of the printing plant to the April meeting of the Board.

The G. S. is instructed to get the necessary estimates from reliable bonding companies for the bonding of local officers through the General Office and submit same to the April meeting of the G. E. B.

The report of the Committee on Tabulation of vote on the amendments to the General Constitution as adopted at the Eighteenth General Convention and concurred in by referendum vote of the membership was submitted by the G. P. to the Board and ordered spread on the minutes. (Report published in March issue.)

Believing that it was the intent of our last convention that the mailing of our official monthly journal, The Carpenter, to each member of our organization was to be begun when the new printing plant is installed, the Board

rules that the mailing of the journal to individual members be deferred until that time.

The question of advertising in our official monthly journal, The Carpenter, was discussed carefully and the General Secretary was instructed to secure detailed information as to rates of advertising and advertising agencies and report to the April meeting of the Board.

The Board rules that per capita tax at the rate of 34 cents per month per member, as provided for in Question No. 37 of the amendments submitted for referendum vote and carried by the referendum, shall be due and payable for the month of April, 1915, and monthly thereafter.

The G. E. B. places the following interpretation upon Question No. 49 of the propositions submitted for referendum vote after the Indianapolis Convention: that District Councils, State and Provincial Councils be chartered.

The G. E. B. decides that from March 1, 1915, the salaries of all General Officers shall be included under the heading of "Salary and Clerk Hire" in the monthly financial statement.

New Orleans, La.—On the charges of L. U. Nos. 1312 and 1846 against L. U. No. 76, all of New Orleans, for violation of Section 131 of the General Constitution in its entirety, the Special Committee, appointed under date of January 27th, as per action of the Board, reported in full. The report was received and concurred in, the revocation of the charter of L. U. No. 76 to take effect March 1, 1915.

February 24, 1915.

All members present.

Ottawa, Ont., Can.—Request of the D. C. for official sanction and financial aid in support of a movement for an increase in wages of 5 cents per hour, effective May 1, 1915. The matter is laid over until the April meeting of the Board, the G. P. to make an investigation.

Tipton, Ind.—Request of L. U. No. 358 for official sanction in support of a movement for an increase in wages for both the mill men and outside men, effective April 1, 1915. The Board grants the official sanction desired and recommends that the next trade movement entered into be for the eight-hour day.

South Bend, Ind.—Request of L. U. No. 413 for official sanction and financial aid in support of a movement for an increase in wages of 5 cents per hour, effective May 1, 1915. As this trade movement comes under the new General Constitution, effective March 1, 1915, it requires a 55 per cent. vote before the Board can take action.

Phoenixville, Pa.—Request of L. U. No. 1444 for official sanction and financial aid in support of a movement for an increase in wages of 5 cents per hour, effective May 1, 1915. The Board grants the official sanction desired and will consider the question of financial aid as reports are made to this office, provided the Montgomery Co. D. C. endorses the movement. The Board further recommends that the next

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movement entered into be for the eight-hour day.

Chicago, Ill.—A communication was received from the D. C. relative to the proposed trade movement for the coming year and was accepted as information and filed pending further details.

Mason, Nev.—A communication from the former president of lapsed L. U. No. 697 relative to indebtedness on a building owned by that local was referred to the G. P. for investigation.

Indianapolis, Ind.—Request from the Marion County Society for the Prevention of Tuberculosis for a yearly appropriation to assist in carrying on the work of the society. The request is denied, as the G. E. B. has no authority to donate money for such purposes.

Franklin, Pa.—Request of L. U. No. 682 for official sanction and financial aid in support of a movement for an increase in wages to \$3.60 per day, previously considered by the Board on February 2nd, was again taken up, the additional information required having been supplied through the G. S. The Board grants the official sanction desired, the question of financial aid to be considered as reports are made to the G. O.

Ft. Smith, Ark.—A communication was received from L. U. No. 1755 relative to a strike of the finishers now in progress in that city, wanting to know whether or not they should strike in sympathy with the finishers. The G. S. is requested to notify L. U. No. 1755 not to go on strike until first instructed by the General Office to do so.

Great Falls, Mont.—Communications from L. U. No. 286 containing further information relative to members involved in lockout were considered and the Board appropriates the sum of \$1,000.00 for the relief of these men.

Baltimore, Md.—Request of L. U. No. 1546 for exemption from payment of per capita tax for a period of two months. The request is denied. The G. E. B. believes a consolidation of the Local Unions in Baltimore would be of benefit to our organization in that city.

Boston, Mass.—A complete accounting of money appropriated in December, 1914, for the relief of men on strike was received from the D. C. and filed.

Greensburg, Pa.—Application of L. U. No. 462 for official sanction and financial aid in support of a movement for a minimum wage of 50 cents per hour, effective April 1, 1915, previously considered by the Board on February 9th and referred to the General President for investigation. The Board grants the official sanction asked for, the question of financial aid to be considered as reports are made to the G. O.

Seattle, Wash.—The G. S. submitted to the Board a communication from the President of the International Union of Timber Workers relative to that organization becoming a part of the U. B. The matter is referred to the

G. P. for investigation, he to report to the April meeting of the Board.

Having before us Resolution No. 42 of the Indianapolis Convention of the U. B., held in 1914, wherein the General Executive Board stands instructed to prepare a defined and detailed trade autonomy declaration and incorporate same in our General Constitution, we find that, owing to the rapid changes in the building industry in the last few years, the substitution of one material for another in construction work, as well as the methods of construction, a detailed statement of our claims today may need changing tomorrow or the next day. Therefore, it is a difficult matter for us to draw hard and fast lines governing our work or any particular part of it. However, for the general guidance of our members, we claim that the trade autonomy of the United Brotherhood of Carpenters and Joiners of America includes the milling, manufacturing, fashioning, joining, assembling, erecting, fastening or dismantling of all material of wood, hollow metal or fiber, or of material composed in part of wood, hollow metal or fiber, and the erecting and dismantling of machinery, where the skill, knowledge and training of a carpenter is required, either through the operation of machine or hand tools. Our claim of jurisdiction therefore extends over the following divisions and sub-divisions of the trade:

Carpenters and joiners.
Ship carpenters, joiners and calkers.
Shipwrights and boat builders.
Railroad carpenters.
Bridge, dock and wharf carpenters.
Stair builders.
Floor layers.
Cabinetmakers.
Bench hands.
Furniture workers.
Millwrights.
Car builders.
Boxmakers.
Reed and rattan workers.

And all those engaged in the running of wood-working machinery.

When the term "carpenter and joiner" is used, it shall mean all the sub-divisions of the trade as herein specified.

The G. E. B. rules that when a member falls three months in arrears he shall be reported in the report for the month in which he falls in arrears, but shall not be deducted for until the following month.

February 25, 1915.

All members present except Duffy, attending conference of Forest Products Association in Chicago, Hutcheson negotiating agreement with the Brunswick-Balke-Collender Company, of Chicago, and our L. U. in Muskegon, Mich., and Potts attending conference in regard to metal trim in Cincinnati, Ohio.

Cleveland, Ohio.—Request of the D. C. for official sanction and financial aid in support

of a movement for millmen for a new working agreement, involving an increase in wages and reduction in hours, effective March 1, 1915. Official sanction granted; financial aid to be considered as reports are made to the G. O.

Putnam, Conn.—A communication was received from L. U. No. 818 requesting that its members be excused from the payment of back dues to conform with Section 71 of the General Constitution, said members not having paid dues at the rate prescribed in that section as per instructions. The request is denied and the G. S. instructed to notify L. U. No. 818 that if the indebtedness of these individuals is paid in full by July 1, 1915, or sooner, they will be considered in good standing at that time and immediately entitled to benefits.

Detroit, Mich.—Request of the D. C. for endorsement of strike against a certain firm employing non-union carpenters, also financial aid for the men who would be involved. The request is denied, as the G. O. does not render financial support in job strikes.

In compliance with Question No. 70, approved by the recent referendum vote of our membership, the G. E. B. took up the General Constitution for consideration and the purpose of eliminating confictions and repetitions.

February 26, 1915.

All members present.

The renewal of the bond of the G. S. in the sum of \$20,000.00 with the United States Fidelity and Guarantee Company, of Baltimore, Md., was received and turned over to the chairman of the Board for safe keeping.

The renewal of the bond of the G. T. in the sum of \$50,000.00 from the Ocean Accident and Guarantee Corporation of New York, received and turned over to the chairman of the Board for safe keeping.

The consideration of the General Constitution as amended, begun on February 25th, was continued.

February 27, 1915.

All members present.

Stockton, Cal.—A telegram was received from L. U. No. 266 giving latest details in regard to the lockout in progress in that city. The Board appropriates the sum of \$756.00 for the relief of the men involved.

Louisville, Ky.—The Board appropriates the sum of \$300.00 to L. U. No. 64 for organizing purposes, same to be spent under supervision of the G. P.

Ottawa, Ont., Can.—Request of L. U. 93 for a donation to assist in keeping members out of employment in good standing. The request is denied, as the G. E. B. has no authority to appropriate money for such purposes.

Albany, N. Y.—Full accounting from L. U. No. 117 of money appropriated for men on strike received and filed.

Coney Island, N. Y.—A communication was received from L. U. No. 1425 protesting against

the action of the G. S. in sending a five months' arrearage notice to said local, the claim being made that the local holds receipts for remittances showing that they were not five months in arrears. The matter is laid over until the April meeting of the Board and the G. S. is instructed to send for the receipts of L. U. No. 1425 for per capita tax paid prior to January 19, 1915, the date of the General Secretary's notice, showing that the standing of said L. U. was O. K. at that time, as claimed by the L. U.

Clinton, Iowa.—Request of L. U. No. 772 for official sanction and financial aid in support of a movement for an increase in wages of 7½ cents per hour, effective May 1, 1915. Official sanction granted; financial aid to be considered as reports are received at the G. O.

Morgantown, W. Va.—Request of L. U. No. 1339 for official sanction and financial aid in support of a movement for an increase in wages of 4 cents per hour, effective May 1, 1915. The Board grants the official sanction desired, the question of financial aid to be considered as reports are received at the G. O., and recommends that the next movement entered into be for the eight-hour day.

Allentown, Pa.—Joint request of L. U.'s Nos. 135 and 1680 for official sanction and financial aid in support of a movement for a minimum wage of 37½ cents per hour, effective May 1, 1915. The Board grants the official sanction desired, provided the D. C. approves the movement, and further recommends that the next movement entered into be for the eight-hour day and union shop.

Reno, Nev.—Communication received from L. U. No. 971 requesting information relative to the standing of the Atkins Saw Company with organized labor. The G. S. is instructed to give the L. U. the information desired.

Gloucester, Mass.—Protest received from L. U. No. 910, of Gloucester, against the North Shore District Council granting permission to L. U.'s Nos. 888, 1210 and 1516, of Salem, Mass., to raise the initiation fees of new members, which action was approved by the First G. V.-P. The Board decides the North Shore District Council acted within its rights in granting permission to the Salem Locals to raise their initiation fees.

The work on the General Constitution continued.

March 1, 1915.

All members present except Kirby and Martel.

New York, N. Y.—Requests of L. U. 138, of New York City, and Nos. 32 and 214, of Brooklyn, N. Y., that some plan be devised to show the different classes of work to which our label is attachable, such as kalamine, cabinet or mill material, and further asking that a plan be arranged to show date when such material was labeled, were considered by the Board. The G. E. B. decides that it is not practicable to attach a date to the label. The

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question of designating material manufactured in shops is already covered by the shop number of the label.

Cape Girardeau, Mo.—Request of L. U. No. 1770 for official sanction in support of a movement for an increase in wages of 31-3 cents per hour, effective June 1, 1915. The Board grants the official sanction asked for and recommends that the next movement entered into be for the eight-hour day.

Lynn, Mass.—Request of Millmen's Union No. 1767 for official sanction and financial aid in support of a movement for an increase in wages, effective May 1, 1915. The matter is referred to the G. P. for investigation as to hours and minimum wages.

The work on the General Constitution continued.

March 2, 1915.

Absentees: Kirby, Martel and Post.

Wheeling, W. Va.—Request of the Ohio Valley D. C. for official sanction and financial aid in support of a movement for an increase in wages and better working conditions for the outside men and millmen, effective May 1, 1915. The matter is referred to the G. P. for investigation.

The work on the General Constitution continued.

March 3, 1915.

Absentees: Kirby, Martel, Guerin and Post.

The entire day was taken up in the work of rearranging the General Constitution and eliminating all confusions, as per action of the convention and referendum vote.

March 4, 1915.

Absentees: Kirby, Martel, Guerin and Post.

The work on the General Constitution was continued throughout the entire day.

March 5, 1915.

Absentees: Kirby, Martel, Guerin, Post and Blackmore.

Cleveland, Ohio.—Request from the D. C. of Cuyahoga county for an appropriation of \$1,000.00 for organizing purposes. The matter is referred to the G. P. for investigation.

Canton, Ohio.—Request of L. U. No. 143 for official sanction and financial aid in support of a movement for an increase in wages of 5 cents per hour, effective May 1, 1915. The Board grants the official sanction desired, the question of financial aid to be considered as reports are made to the G. O.

The work on the General Constitution was continued and completed.

There being no further business, the minutes were read and approved and the Board adjourned, to meet at the General Office on April 6, 1915.

FRANK DUFFY,
Secretary, G. E. B.

Expulsions

Frank Wright, former president of L. U. 283 of Augusta, Ga., has been ex-

pelled from the United Brotherhood on the charge of forging the local's name to a note for his personal use and also for absconding with funds belonging to the local.

F. M. Daniels, treasurer of L. U. 1034 of Oskaloosa, Iowa, has been expelled on a charge of embezzlement of funds. On going over the books of the local the trustees discovered a shortage of \$253.82.

John Jolly, former financial secretary of L. U. 1244, Montreal, Canada, was expelled from the organization March 6 for misappropriating funds of the local. A shortage of \$90 has already been found in his accounts. Brother James Fraser, 525 Green avenue, Montreal, has been elected F. S. to replace Jolly.

Localities to Be Avoided

Owing to the pending trade movements, building depression and other causes, carpenters are requested to stay away from the following places:

Akron, O	Brenham, Tex.
Albany, N. Y.	Brownwood, Tex.
Alton, Ill.	Buffalo, N. Y.
Amherst, N. S., Can.	Calgary, Can.
Arcadia, Fla.	Canton, O.
Asheville, N. C.	Carneys Point, N. J.
Ashland, Ky.	Cedar Rapids, Ia.
Athens, Tex.	Central City, Ky.
Atlanta, Ga.	Charleston, S. C.
Atlantic City, N. J.	Charleston, W. Va.
Augusta, Ga.	Charlotte, N. C.
Aurora, Ill.	Chattanooga, Tenn.
Austin, Tex.	Chicago, Ill.
Baltimore, Md.	Clarksville, Tenn.
Barre, Vt.	Cleveland, O.
Battle Creek, Mich.	Clinton, Ia.
Bay City, Tex.	Columbia, S. C.
Beacon, N. Y.	Columbus, O.
Beaver Valley, Pa.	Concord, N. H.
Berlin, Ont., Can.	Concordia, Kan.
Billings, Mont.	Conway, Ark.
Binghamton, N. Y.	Commerce, Tex.
Birmingham, Ala.	Corpus Christi, Tex.
Bisbee, Ariz.	Corsicana, Tex.
Bismarck, N. D.	Cullman, Ala.
Blackwell, Okla.	Danville, Ill.
Bloomington, Ill.	Dayton, O.
Boise, Idaho.	Decatur, Ill.
Boone, Ia.	Denison, Tex.
Boston, Mass.	Denver, Colo.
Brainerd, Minn.	Detroit, Mich.

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Dixon, Ill.	Marinette, Wis.	Rochester, N. Y.	Tampa, Fla.
Dubuque, Ia.	Marquette, Mich.	Rockford, Ill.	Teague, Tex.
Duluth, Minn.	Marshalltown, Ia.	Rock Springs, Wyo.	Temple, Tex.
E. Palestine, O.	Maryville, Tenn.	San Antonio, Tex.	Terre Haute, Ind.
Edmonton, Can.	Mason City, Ia.	San Diego, Cal.	Titusville, Fla.
El Centro, Cal.	Medicine Hat, Can.	Salt Lake City, Utah.	Toronto, Can.
Electra, Tex.	Medina, N. Y.	San Francisco, Cal.	Trenton, N. J.
Elmira, N. Y.	Memphis, Tenn.	Schenectady, N. Y.	Tri-Cities—Davenport, Ia.; Rock Island and Moline, Ill.
E. St. Louis, Ill.	Miami, Ariz.	Shreveport, La.	Troy, N. Y.
El Paso, Tex.	Milwaukee, Wis.	Sioux City, Ia.	Tulsa, Okla.
Escanaba, Mich.	Minneapolis, Minn.	St. Augustine, Fla.	Urbana-Champaign, Ill.
Evansville, Ind.	Minot, N. D.	St. Catharines, Ont.	Vancouver, B. C.
Fargo, N. D.	Mobile, Ala.	St. Cloud, Minn.	Victoria, Tex.
Fond du Lac, Wis.	Montreal, Can.	St. Joseph, Mo.	Waco, Tex.
Fort Lauderdale, Fla.	Morris, Ill.	St. Paul, Minn.	Walla Walla, Wash.
Fort Myers, Fla.	Mount Kisco, N. Y.	St. Petersburg, Fla.	Washington, D. C.
Fort Wayne, Ind.	Moose Jaw, Sask., Can.	St. Louis, Mo.	Waterbury, Conn.
Framingham, Mass.	Mount Carmel, Ill.	Seattle, Wash.	Watertown, N. Y.
Fremont, Neb.	Mowbridge, S. D.	Sellersville, Pa.	Watertown, S. D.
French Lick, Ind.	Mount Vernon, N. Y.	Saskatoon, Sask., Can.	Wauchula, Fla.
Fresno, Cal.	Newark, N. J.	Savannah, Ga.	Welland Canal Zone.
Fulton, N. Y.	New Bedford, Mass.	Scranton, Pa.	West Frankfort, Ill.
Galesburg, Ill.	Newburgh, N. Y.	Sioux City, Ia.	West Palm Beach, Fla.
Galveston, Tex.	New Castle, Pa.	Smithtown, L. I.	White Plains, N. Y.
Gardner, Mass.	New Canaan, Conn.	Souderton, Pa.	Whitney, Tex.
Gary, Ind.	New Orleans, La.	South Omaha, Neb.	Wichita Falls, Tex.
Goldfield, Nev.	Newport News, Va.	South Bend, Ind.	Wilkes-Barre, Pa.
Grand Forks, N. D.	Newport, R. I.	Spokane, Wash.	Wilmington, N. C.
Granite City, Ill.	New York City.	Springfield, Ill.	Wilmington, Del.
Great Falls, Mont.	Niagara Falls, N. Y.	Springfield, Mass.	Winnipeg, Can.
Greeley, Colo.	Norfolk, Va.	Springfield, O.	Worcester, Mass.
Halifax, N. S.	Northampton, Mass.	Stamford, Conn.	Yonkers, N. Y.
Hamilton, O.	North Bend, Ore.	Steubenville, O.	
Hammond, Ind.	Norwalk, Conn.	Syracuse, N. Y.	
Hazleton, Pa.	Norwood, O.	Tacoma, Wash.	
Hillsboro, Tex.	Oakland, Cal.		
Holyoke, Mass.	O'Fallon, Ill.		
Hot Springs, Ark.	Oklahoma City, Okla.		
Houston, Tex.	Omaha, Neb.		
Huntington, L. I., N. Y.	Orilla, Ont., Can.		
Hutchinson, Kan.	Ossining, N. Y.		
Indianapolis, Ind.	Ottawa, Can.		
Ithaca, N. Y.	Palestine, Tex.		
Jacksonville, Fla.	Paragould, Ark.		
Jacksonville, Tex.	Parsons, Kan.		
Jamestown, N. Y.	Passiac, N. J.		
Jasonville, Ind.	Paterson, N. J.		
Joliet, Ill.	Peekskill, N. Y.		
Joplin, Mo.	Peoria, Ill.		
Kansas City, Mo.	Phoenix, Ariz.		
Kenosha, Wis.	Pittsburgh, Pa.		
Kincaid, Ill.	Pittsfield, Mass.		
Kissimmee, Fla.	Palm Beach, Fla.		
Klamath Falls, Ore.	Poughkeepsie, N. Y.		
Kokomo, Ind.	Portland, Me.		
Lewiston, Mont.	Portland, Ore.		
Lakeland, Fla.	Pottsville, Pa.		
Leadville, Colo.	Pueblo, Colo.		
Lexington, Ky.	Racine, Wis.		
Little Rock, Ark.	Reno, Nev.		
London, Ont., Can.	Red Banks, N. J.		
Long Beach, Cal.	Regina, Can.		
Los Angeles, Cal.	Richmond, Cal.		
Louisville, Ky.	Richmond, Va.		
Macon, Ga.	Robstown, Tex.		
Marietta, O.	Roachdale, Tex.		

Local Unions Chartered Last Month

Fajards, P. R.	Richmond, Va.
Rio Grande, P. R.	City Point, Va.
San German, P. R.	Beaumont, Tex.
Comerio, P. R.	
Evansville, Ind. (millmen)	
Cincinnati, O. (millmen) consolidated.	
Total, 9 Local Unions.	

The Ancient Code

Before him lay the man he slew—

They'd fought until the sun went down

For title to a field, these two—

A field which none should own.

At least the victor won the field,

And when the sword was sheathed, he saw
That land his own, with all its yield—

So ran the Ancient Law.

Today we kill that lands may pass

To kings—and scarce a man of all
Can own a rood of native grass,

Whether he stand or fall.

If peace availeth not, and war

Be but the sad world's only mode,

Alas, though brothers that we are,

Give us the Ancient Code!

—Joseph Dana Miller, in The Public.

Correspondence



"Some" Letter, This!

Editor The Carpenter:

Just at present in Seattle instead of working the carpenter seems to have joined the leisure class. Of course, there are a few dissatisfied individuals who do not appreciate the situation, but they will when they have remained here long enough to get used to it. In fact, a carpenter who does not hold a membership in our union, especially if he lives here, is peculiarly unfortunate.

Our reading room, which in itself is a work of art, is clean, well lighted and warm and presents to the fastidiously inclined such a harmonious blending of the useful, the luxurious and the delightfully artistic, that many of those whose esthetic sense is developed to an abnormally high degree are so fascinated with their environment that they reach the room early in the morning and become so enraptured with their surroundings that they even neglect to take time to attend to the grosser things of life, such as going out to lunch, notwithstanding that they left their comfortable homes after a very scant breakfast, or perhaps none at all, and that their prospects for supper at night are not all they should be in a country that is in the main fairly productive. So one can readily conceive what a great advantage it is to an organization of this kind to own and operate its own reading room. It has advantages that cannot be obtained where the unfortunate occupants are obliged to pay rent.

The one great drawback to the reading room is that it is painfully small in proportion to the number that desire to while away the time there. On some occasions there appears to be a kind of "I-wish-you-would-move-on" feeling in the air, although nothing so unbrotherly as putting the thought into words ever occurs. A few days ago I found Brother

T. M. Brown repairing the seats of numerous chairs. The seats that he was putting on seemed painfully inelastic—they were quite rigid; yes, they were "gol darned" hard. I could not find out whether he made them that way according to instructions or whether he did not know any better. At any rate, it would be very hard to say, as the brother is so absurdly fat that he would be just as comfortable sitting on a tack as on a sofa. It may be that that kind of a seat seemed to him to be all right. One would not believe how many of those fellows will keep away from a perfectly good job and sit on those hard chairs and play whist and pinochle, and another game where they use little white and blue discs, and "seven-up" and checkers, all day long. They do not gamble—it is against the constitution and the by-laws and the trustees' rules and the city ordinance and the board of health regulations, and our members do not want to gamble anyway and would no more think of risking money on a game of "hearts" than they would of buying a first-hand automobile.

The so-called hard times do not appear to affect our members to any great extent, as economy always had a front seat among us, and we are prepared for an emergency almost any time. This winter it is noticeable that we are largely wearing the same clothes we wore last summer or the summer before. They look fairly well yet considering the long time they have been in service and are comfortable because of long association.

There has been some desultory talk about a raise of wages, but it is not countenanced to any extent by those who are unfortunate enough to be employed most of the time. They say that it is something to which we are unaccustomed, as it has been about ten years since anything of that kind happened. It would, no doubt, cause some ill feeling among

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those who are expected to donate the raise, and that is a thing to be strenuously avoided. Then, living is not as high here as it could be, although bread will no doubt be 6 cents before this is printed. Meat will not go much higher; and it does not matter if it does because most of us are vegetarians—from necessity. Then we have Frye here, and Frye seems to be adapted to making trouble for the unions, and the other wholesale meat dealers. Incidentally, it keeps down the price of meat, but no union man buys anything of Frye; if his wife does he never hears of it.

But I started to tell you about the comforts we have around headquarters. Our tool room has become highly developed and no doubt stores more tools for a longer time undisturbed than any other such institution in the country. In fact, we had to have a sale a few months ago and sell off the old junk that had been left here for years in order to make room for the new stock coming in. Most of the accumulation was caused by carpenters coming here and getting so foolishly rich that they never came to claim the old stuff for fear some of the less fortunate would remember them, and tell it. One very large room is set aside and hundreds of lockers have been installed around the walls, so by paying a trifling rental each individual can shove in his upholstered shoulder box, lock it up and leave it for months and months and be sure that it will be there when he gets money enough to come back and look at it.

Until recently this place has been very poorly lighted, but owing to the energy and ingenuity of Brother Curtis that defect has been remedied. It is only necessary now to push a little insignificant push thing when you find it on the wall in order to bring a wonderful glow of light that makes it possible for the most befuddled member to find the smallest possible keyhole in the farthest corner of the room without calling the janitor or going to the neighbors. Brother Curtis spent a great number of years in the far north and got his ideas of this ef-

fulgent lighting from the Aurora Borealis. In another room, with the assistance of the janitor, he installed a kind of high-brow truck, or rolling table, that enables one to pull a heavy chest out of its compartment onto the table, where its contents can be rummaged without exhausting effort. He can then use the table to push the chest around the room and bring it back to the same compartment or put it in another one that looks better to him. Many of the brothers take advantage of this device to draw out chests and wheel them around for exercise until they are tired.

It is a well-known fact that the workman is seldom contented with his lot, and especially is this true of carpenters. One faction is seriously considering raising the dues in order to get more money, another is thinking that the dues ought to be less because they would be easier to pay, and still another is agitating the proposition of taxing the unfortunates that have steady work a day's pay once in a while for the benefit of those who do not seem to have any boss. The workers would no doubt be perfectly agreeable to this, but the beneficiaries could never agree upon a division of the loot. The member who owed for three months' rent, four tons of coal and variously colored bills at all the groceries would naturally feel that he should have more of the "divvy" than the man that only owed a few months' rent to the landlady.

Then when you come to think that there would be about 132 contributors and 721 beneficiaries and that an equal allotment would be about 82 cents each, it does not seem very appealing. True, half a loaf is said to be better than none, but when it gets down to a crumb it is too painfully small to assimilate. The scheme will fall through.

There is much construction here at present, but 99 per cent. of it is on paper and it will be a long time getting on the ground. But there is no doubt that prosperity is coming; the papers say so almost every day. It is true they have been saying it for a long time, but they are putting it in much bigger letters than

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they ever have before. Sometimes now the letters are half an inch high and it would not be surprising if they followed the price of wheat and went up to two inches.

To all carpenters who are thinking of coming here, now is the time to come, especially if you leave money where you come from so your folks can send you a ticket to go back after you have had a good vacation. If you are really hard up come anyway, but kiss 'em all goodbye, for the chances are that the time will come for your final ascension long before you can afford to go back to the old home.

There are many things about which I cannot write, as this is already too long. If I have rambled it is because of having to write under perplexities (providing I could write if there were no perplexities), but just at this time while trying to compose this communication my mind is also trying to devise some new kind of a corkscrew that will separate another ton of coal from the fuel man without him kicking about the "old bill."

If there is anything about this letter that is not up to the Taylor standard of economic efficiency, charge it up to Windy Brown, as he suggested that I write something. He said: "Go on and do it, your time is not worth anything anyway." I do not know what made him think of it. He is building a little house down on the division, but I had no thought of asking him for a job or asking him how he got the material or when he was going to bring back my plane that he borrowed about six years ago, but it was evident that he wanted to divert my mind for some reason. At any rate he is to blame.

Fraternally,

Seattle, Wash. J. T. OLDHAM.

The Other Side of the "Stay Away" Notice

Editor The Carpenter:

Early last spring this local requested, through the columns of our journal, that all union carpenters should stay away from Ann Arbor on account of a pend-

ing trade movement. In our movement we were successful to a certain degree, notwithstanding that the season was not one of the best and that we had to contend with the large number of non-union carpenters which the big jobs brought here as compared with our own few union members.

Now, in this connection, we found that by having our town advertised on the "stay away" list, it did us more harm than good, for it kept the union man away and gave the poor or non-union carpenter the job. A result of this was that we found we could not control the big jobs as much as we would like to have done.

The University of Michigan is having built three large buildings: one \$75,000 job by H. F. Christman & Co., of Ft. Wayne, Ind., which is nearly completed, and two \$350,000 buildings by G. A. Fuller & Co., of New York, and the Irwin Leighton Company, of Philadelphia. The latter are about 50 per cent. completed.

The outlook for the coming season is brighter than last year and we hope to control more work this year. We also hope to meet more of the brother carpenters that may pass through Ann Arbor.

Fraternally yours,

B. F. SAVERY,

R. S. L. U. 512.

Ann Arbor, Mich.

Action is Life

He who is silent is forgotten; he who abstains is taken at his word; he who does not advance falls back; he who is overwhelmed, distanced, crushed; he who ceases to grow greater becomes smaller; he who leaves off, gives up; the stationary condition is the beginning of the end—it is the terrible symptom which precedes death. To live is to achieve a perpetual triumph; it is to assert one's self against destruction, against sickness, against the annulling and dispersion of one's physical and moral being. It is to will without ceasing, or rather, to refresh one's will day by day.—Amiel's Journal.

Casual Comment



Well, spring is with us!

* * *

The batting average of successful trade movements still continues high.

* * *

Ah! It's nice to get up in the mornin'—when you've steady work at union wages.

* * *

Man wants but little here below. The old saying may be true enough in a way, but it's nice to get "our little bit" with reasonable regularity.

* * *

What's that? Peonage charge against officials connected with the New York city elevated railroad construction work!

* * *

Imagine carpenters engaged on the "New York city elevated" each paying a saloon keeper \$2.50 per week for the privilege of holding their jobs.

* * *

The weaknesses of trade unionism is due to the indifference of the average member, somebody recently remarked.

* * *

Of course, we can remedy them in time. But begin at home. Overhaul your own flabby attitude toward trade union principles first.

* * *

Preaching is all very well in its own way, but it doesn't always work. An ounce of example is worth a ton of precept.

* * *

The fellow who has been out of work all winter feels about as happy as a wounded soldier invalidated home from the front—both thank their stars it's over.

* * *

It is, of course, true that "soft April showers bring bright May flowers," but

has it brought you any of that 1915 prosperity that is about due?

* * *

When anybody rubs the "grand old man of labor" the wrong way on the question of freedom of speech he is sure to find himself up against something he didn't bargain for.

* * *

We hardly think that it will need a war to bring the University of Pennsylvania authorities into harmony with Democratic ideals. At least we hope not. We had Russia in mind.

* * *

Alas, the simple academic souls didn't know what a beautiful little tempest they were creating when they took it into their heads to bar the redoubtable Sam Gompers from speaking within the university precincts.

* * *

Easter in the trenches along Europe's far-flung battle line may be acceptable to some fire-eating mortals, but give us the good old-fashioned breakfast table loaded with eggs in the dear old U. S. A.

* * *

There are a great many of our European brothers in the woodworking crafts who are at present at the front in the various armies participating in an orgy of carnage which they had no part in bringing about.

* * *

Sinister attacks on the Industrial Relations Commission have been very frequent of late, the major share of abuse being leveled at Chairman Walsh for his forcible utterances on the weaknesses of our social system.

* * *

It looks as if the British government was overdoing it by appealing to the

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patriotism of trade unionists in that country in order to accelerate the production of war materials under conditions not satisfactory to them.

* * *

Frederick Winslow Taylor, the originator of "scientific management" in industry, died recently at Philadelphia. During his lifetime he worked very hard in the interest of the system he originated to speed-up labor and installed it in many industrial plants.

* * *

The Taylor system, like many another excursion into the realms of efficiency, seems largely to have proved a beautiful dream when put into practice. It erred most in failing to take fully into account the human factor in industry. The novelty of the Taylor method seems of late to have worn away and we are hearing less and less about it.

* * *

The fact that \$34,542.50 was disbursed in claims paid by the General Treasurer during the thirty-one days of March is a striking instance of the great work of a fraternal character which the United Brotherhood is carrying on and about which very little is ever said.

* * *

The expenditure of such a large sum in a single month to help remove the burden of distress which falls upon members and their families as a result of the dread contingencies of disability and death should bring home to all the increasing power and prestige of our organization.

* * *

Press reports from Stockton, Cal., tell of the failure of Christopher Totten, of the Totten & Brandt planing mill of that city. Totten was one of those who were dragged into the labor union crushing campaign, and the long and bitter fight which ensued proved costly to him. When will employers realize that in attempting to stamp out labor unionism they are merely penny wise and pound foolish?

Jere L. Sullivan, in the pages of The Mixer and Server, is still pounding away at "the false alarm pulpit pounders who convey by their actions that Adam would not have sinned in the Garden of Eden if there had been enough sky pilots around to organize an anti-saloon league." Cheer up, Jere L., Sunday can't last all the time.

* * *

While the trade unions of England are having their hands full preventing the manufacturers of war materials from imposing upon them to the extent of forcing them to suspend union rules, it is an interesting fact to know that most of the firms who are profiting from the shipment of the munitions of war in this country are inimical to trade unionism.

* * *

The Du Pont Powder Company, of "smokeless powder fame," are waxing fat on rich contracts from the allies for the staple war commodity which they manufacture, and rumor has it that one contract from that source amounts to \$59,000,000. Nevertheless, judging from recent developments, they have apparently no intention of letting their employes in on the resultant profits.

* * *

Carpenters engaged in erecting buildings at the Du Pont Carney's Point plant on the Delaware, who were being paid the liberal wage of 35 cents per hour, recently struck for a modest 45 cents,* but without result. Instead of being liberal on the strength of increased prosperity and stand for the "raise," the company thought it wiser to entertain a choice company of thugs and spotters, who will reside for a time at Carney's Point.

* * *

Andrew Furuseth is not so much an "old man of the sea" as "the old man of the seamen" these days. He is in good spirits, and deserves to be, for in the last few weeks he has seen the ambition of a quarter of a century realized in the passage of the seamen's bill. Congratulations to Brother Furuseth and the organized seamen of America.

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It is pleasing to note an incident such as occurred at a meeting of L. U. 7, the big Minneapolis local, a short time ago, when W. L. Harris, president of the New England Furniture Company of that city, addressed the members and expressed the satisfaction he had found in the employment of union labor. We learn that this employer has always been consistent and friendly in his attitude toward his men. Occurrences like this never are forgotten. They work wonders in keying up a spirit of tolerance, friendliness and respect for one another's views.

* * *

Vaudeville managers on the alert for an original humorist might do worse than look up Brother J. T. Oldham, of Seattle, Wash. Judging from the communication which we publish from him in this issue, we are confident that he would easily get by with a fifteen-minute monologue on the subject of the Seattle carpenters' headquarters, enlivened with a few incidental observations on the high cost of living, in a manner that would make popular entertainers like ex-Mayor Shank, of Indianapolis, Elbert Hubbard and others of that type green with envy.

* * *

There are lots of others besides Gabe Edmonston who are handing out advice about going back to the farm these days. It seems to be in the air.

* * *

We know a few fellows who would like to join those who "want to go back," but they have almost forgotten more than they ever knew about farming.

* * *

Furthermore, you've got to be a pretty wise farmer in this age of intensive farming and scientific agricultural methods. Sometimes you'll even find that the hired hand is a graduate of the state university.

* * *

The launching of a colossal undertaking such as the Panama Exposition at a time when Europe is in the throes of a

gigantic war is but a typical instance of American self-independence and pluck which we have no doubt will meet with the success it deserves. To trade unionists it is especially a source of joy to realize that the stately buildings which beautify the grounds are the bona fide product of union labor.

* * *

Men interested in the prevention of industrial accidents profess to find a grain of comfort in the fact that but 2,451 miners were killed following mining as an occupation last year. V. H. Manning, of the United States Bureau of Mines, says that shocking as is the death of so many men in a year in a peaceful industry those engaged in the campaign to reduce this casualty list find, in comparison with other years, some indications that the improvement noted in the saving of life will be further accentuated in the future.

* * *

An embargo on the exportation of wheat and other grain from the United States is being strenuously advocated by the Bakers' International Union as a means of protecting thousands of bakery workers who will suffer if the prices of wheat and flour go very much higher. The bakers point to the enormous increase in the amount of foodstuffs exported in recent months since the war began, nearly all the surplus grain in the country, 250,000,000 bushels, having been sold.

* * *

If the exportation of foodstuffs goes on at the present rate the working people of the nation are sure to feel the consequences of it and bread riots and other unpleasant manifestations of a like nature may be expected. There is also a rumor that a shipment of two hundred millions of bushels of wheat is being contemplated during the next three months. The slogan "starve the European belligerents and feed America" does not seem a brotherly sentiment yet we may be forced to adopt it on the principle that charity begins at home.

News Notes from Local Unions



Steubenville, Ohio, L. U. 186.—Traveling brothers are asked to stay away from Steubenville, as conditions in the trade are very dull. Many carpenters are unable to find work at the present time. J. S. Butler, R. S.

* * *

Charleston, S. C., District Council.—Carpenters are advised that Charleston has been placed on the stay away list, owing to bad trade conditions. The city is overrun with "scabs" and non-union bosses and numbers of our home men are walking the streets. J. O. Singleton, Sec.

* * *

South Bend, Ind., L. U. 413.—Traveling brothers are notified to stay away from South Bend until further notice, as trade depression prevails in the city in a severe form. A large number of men are unemployed and incoming carpenters will only swell their ranks. F. H. Avery, R. S.

* * *

Spokane, Wash., L. U. 98.—This local has decided to ask carpenters to stay away from Spokane until conditions brighten up. At present there is a good deal of unemployment and many of our members are feeling the effect of it. E. H. Libis, R. S.

* * *

Norwalk, Conn., L. U. 746.—Owing to general depression in the building trade, we have been constrained to place Norwalk on the list of places to be avoided by traveling brothers. At least half of our membership of about 280 were idle nearly all winter. F. Ferris, R. S.

* * *

Galesburg, Ill., L. U. 360.—Traveling members are asked to keep away from Galesburg until conditions warrant taking the town off the stay away list. Trade depression has been unusually

severe this winter and many of our members are still idle. Wm. Pearson, R. S.

* * *

Walla Walla, Wash., L. U. 1214.—Carpenters are warned to stay away from the vicinity of Walla Walla and to pay no attention to newspaper advertisements offering work in the city in the building line. Coming here will only mean swelling the ranks of the unemployed. C. R. Nelson, R. S.

* * *

East Palestine, Ohio, L. U. 294.—There are a large number of idle men in and around this city and more than two-thirds of the members of our local are unemployed, many brothers being forced to accept any kind of labor. Prospects are not good and traveling brothers are advised to keep away. Ed. Warner, R. S.

* * *

Minneapolis, Minn.—The new Twin City D. C., which embraces the old Minneapolis D. C., has opened headquarters at 1921 University avenue, Minneapolis. The building leased consists of two floors and a basement. The office and assembly hall are on the main floor and the basement has been fitted up as a tool room.

* * *

Carney's Point, N. J.—Union carpenters are requested to stay away from this place as the work which has been advertised as being done here is a Dupont job. Non-union conditions prevail and the men are only paid from 30 to 35 cents per hour. They will not recognize the union and are looking all over the country for men to come here. Elwood Black, R. S., L. U. 626, Wilmington, Del.

* * *

Paragould, Ark., L. U. 1103.—Owing to scarcity of work, and also because we have entered into a trade movement, traveling members are asked to stay away from Paragould until further no-

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tice. At the present time some two-thirds of our membership are idle. The co-operation of brother members in this matter will be appreciated. L. Hampton, R. S.

* * *

Goldfield, Nev., L. U. 1761.—This is an undesirable location for carpenters at present as there is much unemployment prevalent. Many carpenters who have come to Goldfield in the last month or so have been unable to get work. Traveling brothers are requested to stay away until trade conditions become normal. G. E. Craig, R. S.

* * *

Whitney, Tex., L. U. 393.—This town should be avoided by traveling carpenters. The majority of our members are idle and there is not much prospect of a change in the immediate future. This local prides itself on its staying qualities, as it has pulled through a long period of trade depression. J. H. Robertson, R. S.

* * *

Kokomo, Ind., L. U. 734.—Carpenters are coming into Kokomo every day, notwithstanding the fact that only about 25 or 30 of the 110 members of our local are employed. We mention this to contradict reports which have been circulated that there is plenty of work in the building trade here. Reports of that nature spring from a source which wishes to discourage us in a movement for a raise in the wage scale by flooding the town with idle men. W. E. Armstrong, R. S.

* * *

Billings, Mont., L. U. 1172.—Although a fair amount of work has been started and it looks as if we are going to have a fairly good year in the building line, there are still a large number of idle carpenters in Billings and it will be some time before all our members have steady work. Traveling brothers should therefore be slow to accept reports of plenty of work such as that advertised by the Chamber of Commerce, who are asking for 1,000 mechanics of all lines to come here immediately. O. Nichols, R. S.

L. U. 106 Issues Year Book

An illustrated review and year book has been issued by L. U. 106, of Des Moines, Ia., as a means of letting the public know that it is one of the flourishing locals in the jurisdiction of the U. B., with a membership roll of eight hundred carpenters. The publication is a very attractive one and contains much information of an interesting character concerning the affairs of the U. B. in Des Moines and vicinity. An historical review is given of the progress of the U. B. in the city from the beginning of old L. U. 68, in July, 1884, to the organization of L. U. 106 on March 18, 1898, and the subsequent growth and development of that live-wire local. The year book contains an interesting description of the insurance features of the Brotherhood from the pen of General Treasurer Thomas Neale, and there are also a number of photographs of the officers and executive board of the Iowa State Council, the officers of L. U. 106, and of the Ladies' Auxiliary. The latter body was formed March 5, 1912, and has at present upward of 108 members.

* * *

L. U. 142 Holds Big Celebration

Pittsburgh, Pa.—It has been the custom of Local Union 142 for years to celebrate its anniversary, which occurs February 13, having been instituted twenty-nine years ago. Since its inception in 1886 the local has never failed to hold its regular weekly meeting. This year the celebration was postponed for one week in order to entertain the delegates in attendance at the Pennsylvania State Council Convention.

The entertainment was held in the theater of the Union Labor Temple and was staged by Brother Al Bridge, a ventriloquist of talent, of Hilltop L. U. 1252, who had booked for the occasion some of the best vaudeville talent obtainable. A full orchestra was also present and rendered choice music.

Among the many notables who were present was General-Treasurer Thomas Neale ("our Tom"), who, while making

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a few remarks eulogizing Local Union 142 for holding these annual celebrations, made known the fact that it was almost his birthday in the Brotherhood, having been born into the local on the eighth day of February twenty-five years ago. He said that he was very proud of that fact. Brother W. A. Cole of the G. E. B. stated he was sorry he could not say the same, but said he was born in that vicinity, and that was a long time before the Brotherhood was thought of. Brother D. A. Post of the G. E. B. from this district, John MacDonald of Philadelphia, James Hopkins of Buffalo and many others were present and vowed it was "the best ever," and heartily encored the different stunts while puffing on the famous Pittsburgh stogies which were to be had in abundance.

* * *

Concerts Increase Attendance

A novel means was adopted this winter by L. U. 27 of Toronto, Canada, for the purpose of getting the members to attend the meetings. A suggestion of Brother Harold Broome that concerts be organized and given on various meeting nights was taken up and with very gratifying results. On Tuesday evening, March 9, the last of a series of nine of these concerts was held in the Labor Temple. There was a large attendance of members. Eight artists appeared and nearly all responded with encores. A presentation of a ladies' hand bag was made to Mrs. Rocke, who had been kind enough to sing at each of the entertainments. Brother Broome presided during the evening and caused amusement by presenting each of the male performers with "the iron cross." These concerts more than fulfilled the most hopeful expectations. They were free of expense to the local, the best talent in Toronto offered their services, and they achieved the desired result of "bringing out the boys."

* * *

Special Initiation Fee

Hendrick DeGong, alias "George Pete," formerly a member of L. U. 36 of Oak-

land, Cal., has had a special initiation fee of \$100 placed against him for a violation of union rules while working in the jurisdiction of the Bay Counties D. C. DeGong, or "Pete," was recently arrested for a violation of the California labor laws relative to falsely using working cards or labels of another party. He was found guilty and fined \$100 or fifty days in jail.

* * *

"The Old Game" at Great Falls

When the building tradesmen of Great Falls, Mont., went on strike November 1 as a result of the demand made by the local Builders' Exchange that building tradesmen in the city accept a reduction in wages it marked the beginning of a virulent campaign which had for its object the crushing out of every union in that section of Montana. Under the auspices of the Merchants and Manufacturers' Association of the city a "citizens' alliance" was formed, city officials were "lined up," members of trade unions were arrested and the usual tactics used in labor-crushing campaigns indulged in. But the Great Falls employers are finding that they started on a big job, for the members of the unions have stood the exacting test of the long fight in good shape and the determined and lawful manner in which they have stood for their rights has caused their enemies no end of worry. The best wishes of trade unionists everywhere go out to their Great Falls brothers for a speedy and successful termination of the struggle.

* * *

Death of a Veteran Member

In December last Local 38 of St. Catharines, Ont., sustained a great loss through the death of its recording secretary, Brother James Carty. The deceased member was one of the "old brigade" and one of the originators of L. U. 38. In an old book of records his name appears in conjunction with others, under the date of February 5, 1883, in an effort to form a union of carpenters in

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the city. In the minutes of the meeting of that date we find it was "moved and seconded that we connect ourselves with the Brotherhood of Carpenters and Joiners of North America," and later in the same meeting that "Brother James Carty was made vice-president." On June 25, 1884, he was chosen to be delegate to attend the convention of the Brotherhood of Carpenters and Joiners at Buffalo, N. Y. At the meeting of July 2, 1886, he was elected president of L. U. 38. Brother Carty was elected recording secretary for Local 38 in the year 1887 and held that office until his death, and when acting in that capacity he was held in the highest esteem by those with whom he



JAMES CARTY.

came in contact. In his manner he was quiet and unassuming, always civil to everyone, level-headed and reasonable in his judgments and in his expressions of opinion.

Brother Carty also held the office of secretary of the Provincial Council of Carpenters of Ontario, and was a local organizer for the American Federation of Labor. As a memento and as an expression of the great regard and esteem in which they held him, the members of L. U. 38 have had a large photograph of the deceased brother suitably framed and hung in the carpenters' hall. This photograph will always be a reminder to those who knew him of his honesty, integrity, unfailing courtesy and square dealing. The late Brother Carty had a

great reputation as a craftsman and numerous specimens of his handicraft exist in the vicinity of St. Catharines.

* * *

L. U. 126 Holds Annual Ball

Members of L. U. 126 of Brooklyn, N. Y., who never tangoed before learned all kinds of fancy steps on Saturday evening, March 22, at the seventeenth annual mask and civic ball given by that local at the New Assembly hall, Driggs avenue and Eckford street, Brooklyn. The affair was a most decided social and financial success and netted over three hundred dollars clear profit, which will go into the contingent fund of the local for the benefit of members who need assistance. Much credit is due to Brother John Wolfinger, who acted as floor manager, and his hard-working corps of assistants. As a result of their efforts the ball was a decided success. Many members of the D. C. and the adjacent locals looked in during the evening. Familiar faces in the crowd were Brothers Crimmins and Ray of the executive board of the D. C., Organizer Henry Erickson and Business Agents William O'Grady, Dan Hancock, Ike Stock, Quinn, Phillips, Macmillian and Wilson. A number of employers were also in evidence during the evening. The annual ball was in charge of the following members: Brothers Wolfinger, Krull, Geir, Jacobson, Briker, Sargent, Heinen, Peterson, Graf, Isaac Jacobson, Southwick, Schaeffer, Prichard, Leidvogel, Kaplin, Woesthoff, MacFadgen and Garner. It was a great night for the boys of old 126.

* * *

Loses Membership Card

Brother A. C. Bennett, a member of L. U. 201 of Wichita, Kan., advises us that a coat which contained his membership card was stolen recently. His card gives date of initiation as 5-29-'13, and date of birth 6-8-'87.

* * *

Information Wanted

Information is wanted concerning Joseph Etterlen, an honorary member of

The Carpenter

L. U. 132 of Washington, D. C., who left his wife and children in the month of February and has not been located since. He is 49 years of age; stands 5 feet 8



JOSEPH ETTERLEN.

inches in height, and weighs 165 pounds. Information concerning him should be addressed to E. B. Byrne, R. S. of L. U. 132, address 425 G Street, N. W., Washington, D. C.

* * *

Expelled by L. U. 331

This is a photograph of J. W. Lawder, who has been expelled from the U. B. in



J. W. LAWDER.

Norfolk, Va., as a result of a charge of embezzlement preferred against him.

Lawder, while treasurer of L. U. 331, misappropriated funds of the local.

* * *

Wanted on Larceny Charge

Information is wanted concerning the whereabouts of a carpenter named Charley Herman, who is wanted on a charge of grand larceny in Topeka, Kan. He is about 24 years old and is about 5 feet 4 inches in height. He is sharp featured and light complexioned, with a dimple in chin and a scar over the left eye on forehead. His hair is dark in color and his eyes brown. Herman represented that his father was a contractor in St. Louis and had a card issued by a St. Louis local which became delinquent in November, 1914. Send any information concerning him to Geo. W. Keesee, R. S. L. U. 1445, address 184 Winfield avenue, Topeka, Kan.

Atkins at the Panama Exposition

Another demonstration of "Atkins Always Ahead" is shown in the splendid exhibit of E. C. Atkins & Co., the silver steel saw people, at the Panama Pacific exposition.

When the gates of the exposition were thrown open, the Atkins display was fully installed and every detail complete.

The color scheme is royal purple and white, the entire display boards at the back and sides being covered with royal purple velvet.

The mammoth circular saws at the rear are in motion and shown on the various display boards is included everything in the way of saws for all purposes, from the small jeweler's coping saw, 1/16 of an inch in width, to the 20-inch band saw, 75 feet long, and circular saws for all purposes from 1 to 88 inches in diameter.

In cross-cut saws, the company shows an interesting exhibit of the various styles of teeth in general usage in all the different woods of the United States as well as those best adapted for logging in the black forests of Russia, the jungles of Africa, the timbered sections of Australasia, the Philippine islands, Hawaii, and all quarters of the civilized world.

A feature is made of the display of various saws in common usage in carpentry, such as hand, rip, panel, compass, keyhole, hack and other types of saws.

The importance of saws in the metal working industries is shown in their display of circular, band and hack saw blades for cutting hot and cold metal of all kinds.

The Atkins space occupies a frontage of fifty feet; depth of thirty feet and a height of eighteen feet. It is located in one of the main aisles of the Manufacturers' building and is proving the center of attraction for all visitors.

Trade Notes



Movements For Better Conditions

L. U. 1365, Cleveland O.—A new agreement on the part of the mill men members of this local has been submitted to the employers. Its chief features consist of a demand for a scale of 37½ cents per hour up to March 1, 1916 and 42½ cents per hour from March 1, 1916 to May 1, 1917. A reduction in working hours to eight per day is also asked, beginning March 1, 1916. The new agreement also contains several minor demands. The current scale is 37½ cents and a nine-hour day with Saturday half holiday. The prospects of having this agreement signed are very good.

* * *

L. U. 454, Philadelphia, Pa.—The wharf and dock builders, who compose this local of the U. B., have submitted a new agreement to the contractors for signature, same to become effective May 1. The men ask a minimum wage of 37½ cents per hour and a rate for foremen of not less than \$4.50 per day. Apprentices are to be paid 30 cents an hour during first year, after which they shall be paid the union scale. A five-hour day on Saturdays is also asked. The present scale is 35 cents per hour and the working hours 50 per week. Little difficulty is anticipated in having the agreement signed.

* * *

L. U. 631, Spring Valley, Ill.—This local union has started a trade movement which has the endorsement of the Illinois Valley D. C., calling for an increase in wages from 50 cents to 55 cents per hour, same to take effect April 1. Present working hours are eight per day. Conditions in the trade are good and we expect to have our demand complied with.

* * *

L. U. 872, Portland, Ore.—The bridge, dock and pier workers who compose the membership of this local are at present

engaged in a movement for an eight-hour day. The scale of wages paid is 44 4-9 cents per hour with a foremanship rate of 66 2-3 cents. Working hours are nine per day and 54 per week. So far our movement has given assurance of success, two of the largest firms here agreeing to the demand.

* * *

Northern Massachusetts D. C.—A trade movement has been started by union carpenters in Fitchburg and Leominster for a minimum wage of \$3.82 per day, and a 44-hour week. The present rate paid is \$3.50 per day, and a 48-hour week. Conditions in the trade are not extra good at the present time, but the outlook seems promising and we do not expect much difficulty in having our demands enforced.

* * *

Omaha, South Omaha and Council Bluffs D. C.—The union carpenters in this jurisdiction have started a trade movement asking for a minimum wage of 55 cents per hour. The present rate is 50 cents per hour and the working hours are 44 per week. We believe the prospect of receiving this increase in wages is favorable as the outlook for the coming summer seems good.

* * *

L. U. 1864, Kansas City, Mo.—The box-makers and sawyers, who comprise this L. U., have submitted an agreement to the employers calling for a 44-hour working week and a minimum scale of wages as follows: Hand nailers and rip sawyers, 40 cents per hour; cross-cut, swing and gang sawyers, 36 cents per hour; planing machine operators and nailing machine operators and framers, etc., 40 cents per hour; dove-tail and printing machine operators, 30 cents per hour. Agreement specifies that employes getting more than the above scale shall not be subject to reduction by reason of its adoption. The old agreement expires May 1.

State Council Activities



Massachusetts State Convention

The annual convention of the Massachusetts State Council was held at North Adams, Mass., February 15 to 18. Upward of one hundred delegates were in attendance in addition to G. E. B. Member T. M. Guerin, Fraternal Delegate A. A. Gasleigh, and Fred Nott of the New York State Council; George F. Mordecai of the Connecticut State Council, and General Organizers W. J. Shields, Charles N. Kimball and J. A. Millette. The opening session of the convention, which was held in the Wellington hotel, was presided over by Vice-President John Cummings of L. U. 193 of North Adams who welcomed the delegates and introduced State President William H. Walsh as permanent chairman.

Prior to settling down to regular work, interesting addresses were delivered by Mayor Wallace E. Brown, President Whitaker of the City Council, and President N. B. Flood of the Merchants' Association. G. E. B. Member Guerin spoke on matters pertaining to the affairs of the United Brotherhood and urged local unions to strictly obey the laws of their organization so that the work of the general office might be simplified and more economically managed. President Walsh, in behalf of the State Council, thanked the citizens of North Adams for the warm welcome they had extended the delegates. At this juncture the city representatives withdrew and the business of the convention was immediately taken up.

One of the pleasing social features of the week was the entertainment arranged in celebration of the twenty-eighth anniversary of L. U. 193. The anniversary proper does not occur until May, but in view of the fact that the State Council convention was being held in North Adams, it was decided to hold the celebration at this time. L. U. 193 was the

first L. U. established in the state west of Springfield and has had a very successful career.

The utmost harmony prevailed during the convention sessions and a large amount of business was handled with great dispatch. The report of President Walsh was regarded as most satisfactory, the delegates being especially pleased with his suggestion of a flat rate of \$1 for dues throughout the state. A proviso was also brought in making it necessary for semi-beneficial members to pay 75 cents. The report of the executive board was also accepted and a recommendation that the secretary's salary be raised from \$100 to \$200 was carried unanimously. Among the recommendations sanctioned was one that the State Council assist in no general trade movement unless same had received the sanction of headquarters; another decided that the State Council, if asked, settle all disputes in districts and that its decision be final.

With regard to the agreement existing between the bricklayers and carpenters the convention adopted the following recommendation:

The executive board of the state council has been noting with great interest the operation of the international agreement between our organization and the bricklayers, and we are pleased to report that the alliance entered into has resulted in a great benefit to both organizations. The bricklayers with our assistance have been able to straighten out several jobs that they were unable to reach otherwise.

We are also able, with their assistance, to unionize several firms we have been fighting for years and to materially strengthen others that are not entirely cleaned up at this writing sufficient to say that, as far as the test has been applied, it has proved to be a great benefit to both. We would therefore recommend that the state council render all possible aid to strengthen the co-operative spirit now existing between the bricklayers and the carpenters and pledge the support of the state council to all members of the L. U. and of the D. C. who may be called upon to act under this agreement.

The Carpenter

Resolutions were passed urging work for the unemployed in all cities and towns as a means of relieving the prevailing unemployment; urging the amendment of the laws regarding pawn shops so that carpenters could recover stolen tools without having to pay the money advanced; pledging assistance to the Salem brothers in keeping out non-union labor. A vigorous campaign was planned on behalf of union trim material. The matter of establishing a state home for infirm and aged carpenters was referred to the incoming executive board with instructions to thoroughly investigate the question and report to the next convention. It was also decided to send two delegates to the next bricklayers' state convention as a means of strengthening the present relationship between the two organizations.

During the sessions addresses were delivered by the fraternal delegates from New York, New Jersey and Connecticut. General Organizer W. J. Shields, who was the ex-general president of the old National Society of Carpenters, spoke upon the work confronting the State Council and gave an interesting history of the organization. Organizer C. N. Kimball made a strong appeal requesting the co-operation of the outside men that the men in the factories might be helped and the U. B. label brought into greater prominence. Organizer Millette urged upon the delegates the necessity of proper care and efficiency in handling the affairs of the various locals.

The following officers were elected for the ensuing year: President, W. H. Walsh, L. U. 438; vice-president, C. D. Pike, L. U. 23; secretary, P. Provost, Jr., L. U. 390; treasurer, J. M. Hervieux, L. U. 96. Executive board—First district, Henry Bernard, L. U. 1305; second district, Walter Pratt, L. U. 624; third district, J. F. Twomey, L. U. 441; fourth district, C. R. McGuire, L. U. 82; fifth district, B. A. Lundin, L. U. 720; sixth district, George Lane, L. U. 656; seventh district, John Cummings, L. U. 193. Fraternal delegates—To New York, Walter Pratt, L. U. 624; to New Jersey, B. F.

Gordon, L. U. 23; to Connecticut, O. H. Moore, L. U. 888.

The officers were obligated by W. J. Shields and they entered the work of the coming year with the earnest co-operation of every delegate present. It was noticeable that the delegates were prompt in attendance at the various sessions and showed a deep interest in the proceedings. President Walsh proved himself mighty popular with the delegates and the fact of his having no opposition to his re-election was proof conclusive that he had served the State Council well. The convention adjourned to meet one year hence at Fall River, Mass. The concluding exercise was the singing of "America," all the delegates standing and so ended the best convention in the history of Massachusetts carpenters.

Connecticut State Convention

The following officers were elected at the nineteenth annual Connecticut State Council convention, which was held at Stamford, Conn., February 8 and 9: President, William J. Sullivan; first vice-president, Robert McNeeley; second vice-president, J. G. Mealie; secretary, George Chandler; treasurer, A. L. McAllister; delegate to Massachusetts State Council convention, George E. Mordecai; delegate to New York State Council convention, Robert McNeeley; delegate to New Jersey State convention, Frank H. Lockwood. Danielson was the place selected to hold the 1916 convention.

The convention was a most successful one from every angle and, under the direction of President William J. Sullivan, the many important matters which came up for deliberation were dealt with in a businesslike and efficient way. Some seventy-five delegates were present, representing thirty-five Connecticut locals affiliated with the State Council, and all showed themselves energetically alive to the interests of the U. B. in the "Nutmeg" State. During the stay of the delegates in Stamford they were royally entertained by the members of L. U. 210 and no stone was left unturned to see

The Carpenter

that they enjoyed themselves in the few leisure hours between sessions.

The report of President Sullivan reviewed the past year's work of the State Council in a concise manner and told of the efforts made to improve conditions in many localities where organization was weak. He pointed with pleasure to the fact that in a number of instances disputes had been amicably adjusted which had they been allowed to go on might have had disastrous results. He also touched upon matters of general interest and impressed upon the delegates the fact that little progress in legislation favorable to the workers could be made unless union men took an active interest in remedial labor bills coming up in the State Legislature. By direction of President Sullivan, the report of ex-President Charters was also read for the purpose of enlightening the delegates on a number of subjects which the convention had to decide upon.

Statistics figured largely in the report of Secretary Chandler, which showed that the trade depression existing during the last year affected a goodly percentage of the Connecticut members. Nevertheless, the State Council was in good shape—of the thirty-eight locals in the State, thirty-five were directly affiliated with it. Statistics from twenty-one locals showed that there are thirty union and twenty-two non-union mills, in which wages range from 22 to 45 cents per hour. Ten mills have an eight-hour day, twenty-six work nine hours and the remainder from nine and one-half to ten. The State Council has 4,829 members and the receipts from all sources during the year amounted to \$3,211.57.

Reports of Brothers Robert McNeeley and George Chandler, the fraternal delegates respectively chosen by the last convention to attend the State Council conventions of Massachusetts and New Jersey, were submitted and later President Sullivan introduced Fraternal Delegates Thomas Dalton of New York, George Lane of Massachusetts and E. J. Henry of New Jersey. Each brother interest-

ingly outlined the work that is being done by their own State Councils.

Among the recommendations adopted by the convention, one requested General President Kirby to appoint an organizer for Connecticut, said organizer to be selected by the convention. Subsequently President Sullivan was named as the convention's choice for organizer. Another action taken by the convention was that of placing the mill workers on an equal basis with journeymen carpenters in the movement for the eight-hour day. The incoming executive board was instructed to use every effort to have the Connecticut workmen's compensation law amended so that the waiting time of payment shall be reduced to seven days and that compensation shall be at the rate of 66 2/3 per cent. of the wages paid to the employe, not to exceed the sum of twelve dollars or less than five dollars per week.

Among the last acts of the convention was the installation of the newly-elected officers by Brother James Plunkett, of L. U. 79, and the passing of a vote of thanks to the members of L. U. 210, of Stamford, for their hospitality.

The Quitter

"You're sick of the game;" well, now, that's a shame.

You're young and you're brave and you're bright;

"You've had a raw deal!" I know—but don't squeal—

Buck up! do your damndest and fight.

It's the plugging away that will win you the day,

So don't be a piker, old pard!

Just draw on your grit; it's so easy to quit;

It's the keeping your chin up that's hard.

It's easy to cry that you're beaten—and die;

It's easy to crawlfish and crawl;

But to fight and to fight when hope's out of sight—

Why, that's the best game of them all!

And though you come out of each grueling bout

All broken and beaten and scarred,

Just have one more try—its dead easy to die—

It's the keeping on living that's hard!

—Robert W. Service.

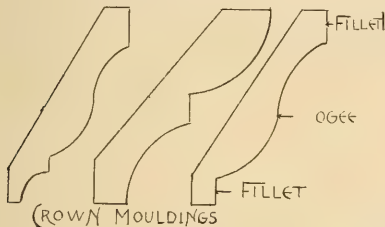
Craft Problems



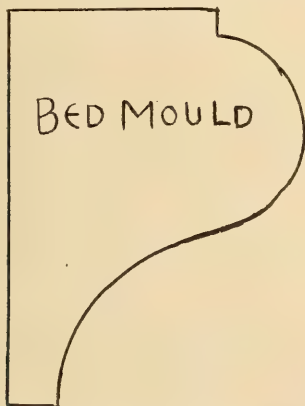
The Names of Moldings

(By Dwight L. Stoddard.)

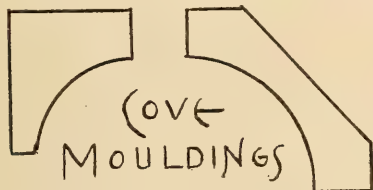
Carpenters use moldings almost daily in their work, and their number are practically unlimited. In fact, there is no end



to the different shapes and patterns that a piece of lumber may not be molded into and it might be hard for any one to tell the name of all of them. Yet there

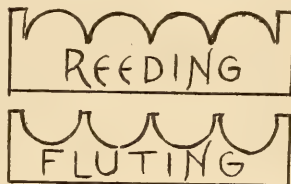


is comparatively few which seem to be a standard for all moldings, and of these commoner molds it is surprising sometimes to see how seldom the ordinary



carpenter actually knows the right name of them. Not only is this true of the carpenter, but also of those supposed

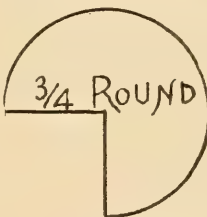
to be better informed. They are very often at a loss to know exactly what the real name of a simple common mold is.



Some supposed authorities disagree in fact; so it is not very likely that you will all agree with me. However, be that as



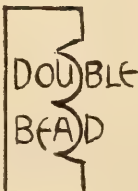
it may, I have gone to pains to illustrate a few of the more common molds and I give you their names. If you look up



the very best authorities I am sure you will find that these little sketches are



MOLDED
NOSING

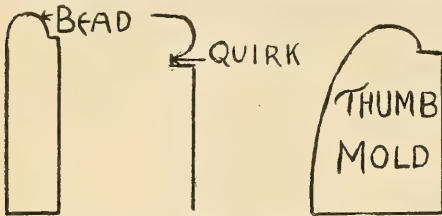


ROUNDED
NOSING

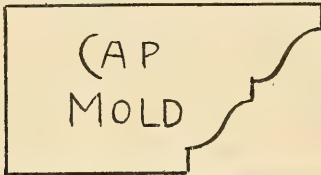
The Carpenter

correctly named even if some of you do find some of the higher authorities at variance regarding the names of some of them.

I give these hoping that carpenters will learn by a glance at these illustrations the correct names of a few of our common molds. We are too prone to go hurrying through this world without taking



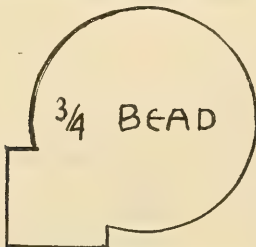
time to learn many simple names which in the long run save time and trouble. For instance, we may have to call up by 'phone for some little thing and then



perhaps learn that we do not know what we are talking about and the man at the other end of the wire cannot get a line on what we want. In this way great de-



lays and mistakes occur which would be avoided if we had only been mentally

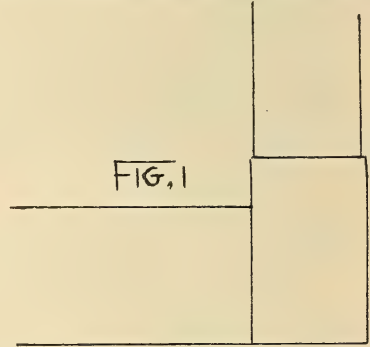


alert enough to grasp correctly the names of articles and materials we have been using all our lives.

Different Styles of Trim

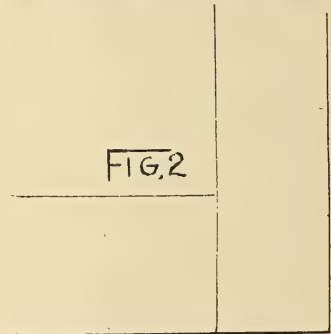
(By Dwight L. Stoddard.)

There are a great many different styles of trim and it is not my desire or intention to try to tell all about them, espe-



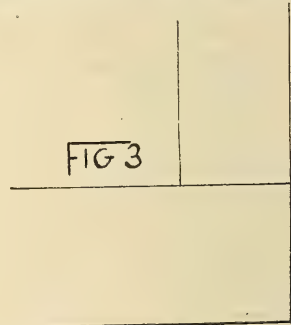
cially the more elaborate kinds, but just to refer to the more common every-day varieties.

Fig. 1 illustrates the base, base or plint block and casing, one of the very best



and most common ways of construction.

Fig. 2 gives the base and casing, doing away with the base block entirely. I used that style in my front rooms at



home as well as on many jobs. My front

The Carpenter

rooms are in selected oak and have been highly complimented upon. In many ways I like that style better than with the block.

Fig. 3. I am more than fifty years old and have observed manners of construction all my life, but I never saw that style until recently when I went to visit a son of one of the leading contractors of years ago whom I used to work for. He lives in a rented house and as regards the trim: the base was put on first, the casing setting down on the base as illustrated. This idea was so new to me that I have no comment to make. I will leave that to the reader.

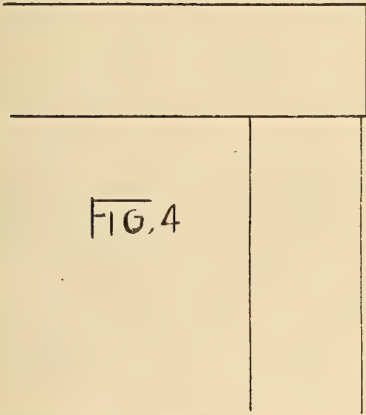
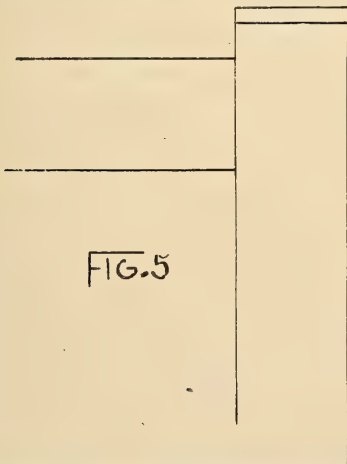


Fig. 4. Plain casing with plain head on top generally, as it is a bit easier.



We also let the ends project about one-half inch as illustrated.

Fig. 5. A very plain style, letting the side casing extend up above the head, East Lake, the easiest and perhaps best in this style is to have the head casing thinner than the side casings.

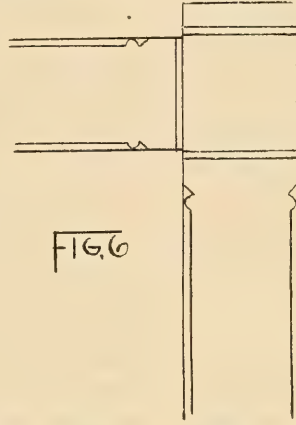
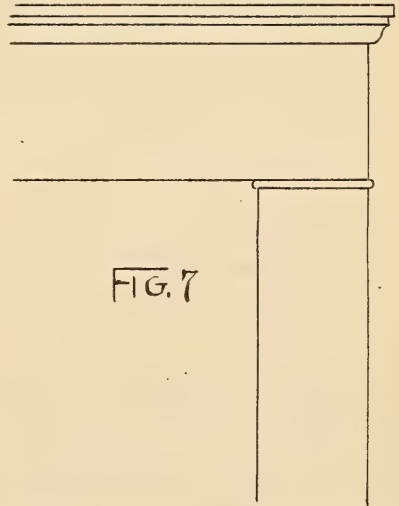


Fig. 6. Here is a similar style only that this style is all the same thickness and housed so that the joint will never appear opened and is also chamfered by hand and made a bit more ornamental. This is the way I finished my library with black walnut.

Fig. 7 is a very plain finish with a cap head. Yet it is more ornamental than



any of the other styles shown and can be made very massive, ornamental and elaborate.

Fig. 8 is the very common plint block

The Carpenter

finish that used to be so popular and I suppose, to some extent, will always be

day they were finished, about twenty years ago, that seems to be the exception

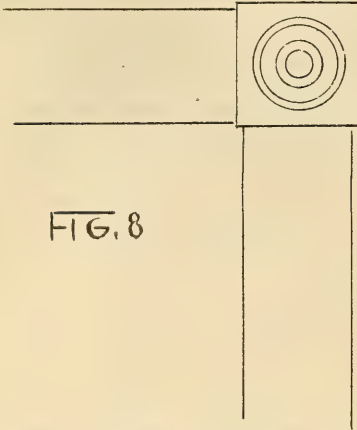


FIG. 8

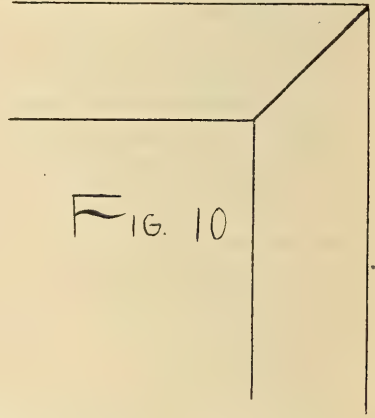


FIG. 10

in favor. The long blocks that extend both above and below the head casing I have not seen in use for many a day. I remember many years ago when we used the long ones we cut the entire casings while the plasterers were doing their work and as soon as the house was dry enough to put on the casings all we had to do was to nail them up.

Fig. 9 is another style much used on

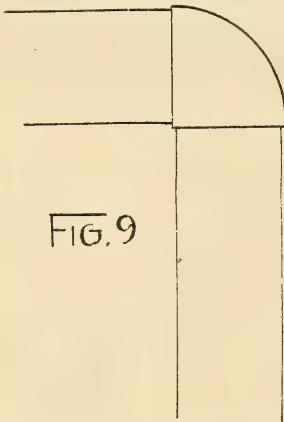


FIG. 9

and not the rule. I do not mention this to make the reader think I am such a good mechanic as to make my work stand where mostly all fail, but I will give two reasons why I expect my home job lasted. First, it was second-hand—I mean by that, the finish had been on another building for more years than it has now been on my home; it was black walnut not lumber and it was simply well seasoned and seasoned natural. The second rea-



FIG. 11

what is often called cheap work, and even if used on a really expensive job it always looked cheap to me.

Fig. 10 is the plain mitered casing. There are many styles of casings with molded edges and there is practically no other way to put them up, and while it is true I have two rooms at home in which the joints are as perfect as the

son is, that I have never had money enough to have steam heat or a furnace and I have never been able to buy coal enough to overheat my home and dry out the lumber as some flats do until it is practically baked; therefore the lumber has stood practically the same all these years.

(Continued on Page 47.)

Für Unsere Deutschen Leser



Verhandlungen der ersten Vierteljahress- Sitzung 1915, des General- Exekutiv-Board.

Während dem, zwischen dieser und der vierten Vierteljahress-Sitzung 1914 gelegenen Zeitraume, wurden nachstehende Angelegenheiten durch brieflichen Meinungsaustausch unter den Boardmitgliedern erledigt:

27. Oktober 1914.

Areibo, Porto Rico. — Gesuch der L. U. 1589 um finanzielle Unterstützung ihrer, in eine Gewerkschaftsmitgliederschaft verwickelten, Mitglieder. Der Board beschließt Unterstützung zu gewähren je nachdem die Streikberichte in der General-Offize einlaufen.

29. Oktober 1914.

Der Board billigt die Verfügung des G. P. in der er dem Indianapolis Distrikt-Council mitteilt, daß den Mitgliedern, die ausgesperrt wurden weil sie für die Backsteinleger eintraten, seitens der General-Offize finanzieller Beistand geleistet werde.

Der G. P. unterbreitet detaillierten Bericht über seine, in Gemeinschaft mit Boardmitglied Potts gemäß der Instruktion des Board im Chicago Klagefalle vorgenommene Untersuchungen.

25. November 1914.

Der Board billigt eine vom G. P. zur Auszahlung empfohlene Rechnung von D. F. Featherston im Betrage von hundert Dollar für extra Ausgaben, die ihm bei der Vorführung der Metalltrim-Gegenstände auf der Konvention der American Federation of Labor erstanden sind.

Der G. P. unterbreitet einen Bericht des Organizers Lakey über die Situation in Freeport, Ill., wo während mehrere Monate ein Zustand im Gange war und beschließt der Board die Streikunterstützung nach dem 5ten Dezember einzustellen.

Der G. P. berichtet über seine, von der Indianapolis Konvention autorisierten, über die materiellen Verhältnisse bezüglich der Witwe P. G. McGuire's vorgenommenen Untersuchung und billigt die von ihm, an deren Heimstätte angeordneten Reparaturen, sowie die Gewährung einer geringen wöchentlichen Unterstützung für die Witwe.

Organizer Lakey unterbreitet Empfehlungen und Bericht über den Zustand der Shoparbeiter in Cincinnati, Ohio, durch Vermittelung des G. P. und beschließt der Board die Streikunterstützung mit der, am 5. Dezember endenden Woche einzustellen.

30. November 1914.

Der G. P. unterbreitet eine Zuschrift des Advokaten Beatty in New York bezüglich der Klagefälle Boffert gegen Dhub und Newton gegen Erickson. Der Board billigt die Handlungsweise des G. P. in der er den Advokaten ermächtigte an eine höhere Instanz zu appellieren.

1. Dezember 1914.

Grand Rapids, Mich. — Gesuch des D. C. um weitere Geldbewilligung zur Unterstützung der an einer Achtsundenbewegung beteiligten Mitglieder.

Der Board beschließt keine weitere Unterstützung zu gewähren.

4. Dezember 1914.

Cincinnati, Ohio. — Gesuch der Shoparbeiter Lokals 327 und 1251, die Erlassung eines Aufrufes um finanzielle Hilfe für ihre ausstehenden Mitglieder zu genehmigen. Wird abschlägig beschieden.

22. Dezember 1914.

Der G. P. unterbreitet eine Zuschrift der Shoparbeiter in Cincinnati in welcher auf die Notwendigkeit die ausstehenden Mitglieder noch weiter finanziell zu unterstützen, damit sie ihre Organisation aufrecht erhalten können, aufmerksam gemacht wird. Der Board bewilligt \$1,000.00.

Indianapolis, Ind., den. 18. Januar 1915.

Der Board tritt zur ersten Vierteljahress-Sitzung zusammen und sind dessen Mitglieder alle, mit Ausnahme Guerin's, welcher im Osten in anderen Geschäften engagiert ist, anwesend. Präsident Kirby eröffnet die Sitzung.

Cincinnati, Ohio. — Die Brüder Rose von L. U. 327 und Jinnalle von L. U. 1215 erscheinen vor dem Board mit gehörigen Mandaten versehen und legen für die weitere Unterstützung der ausstehenden Shoparbeiter Fürsprache ein. Es wird ihnen die weitere Summe von \$1,000.00 bewilligt.

Louisville, Ky. — Bruder Weyler von L. U. 64 und Organizer Huber, welcher letzterer eine Zeit lang in Louisville tätig war, erscheinen und ersuchen um Geldbewilligung zu Organisationszwecken. Gesuch wird zurückgestellt bis weitere Information bezüglich der Situation in obiger Stadt vorliegt.

Die Revision der Finanzbücher und Belege der General-Offize wird begonnen.

19. und 20. Januar 1915.

Außer Guerin sind alle Mitglieder anwesend und die Revision der Finanzen fortgesetzt.

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21. Januar 1915.

Anwesend und abwesend wie oben.

St. Louis, Mo. — Der D. C. ersucht den Board telegraphisch er möge Bruder Simpson gestatten in Sachen der Schoparbeiter vor ihm zu erscheinen. Wird gewährt.

East Orange, N. J. — Von dem D. C. in Montclair, Bloomfield und den Oranges läuft Mitteilung ein bezüglich der Aussperrung von 16 Mitgliedern durch Curtis Brothens. Der Board beschließt in dem Falle Verfügungen zu treffen, sobald weiterer Bericht über den Verlauf der Aussperrung eingelaufen ist.

Chicago, Ill. — Ein Schreiben der Advokaten Farrell & Thompson bezüglich der, der Gerichtsmiethung angeklagten Beamten und Mitglieder des Distrikt-Councils in Chicago und anderer Gerichtsfälle, wird verlesen und der Rest der Advokatenrechnung im Betrage von \$3,600.00 zur Zahlung angewiesen.

Die Finanzrevision wird fortgesetzt.

22. Januar 1915.

Guerin ist noch abwesend.

Stockton, Cal. — Ein Telegramm läuft ein von L. U. 266 den Verlauf der Aussperrung betreffend. Es wird die Summe von \$810.00 angewiesen zur Unterstützung derjenigen Mitglieder die den Namensaufruf beantworten.

23. und 25. Januar 1915.

Die Bücherrevision nimmt die Zeit beider Sitzungen in Anspruch.

26. Januar 1915.

Die Revision der Finanzen wird fortgesetzt und beendet.

Der Bericht der Rechnungsexperten wird mit den Finanzbüchern der G. C. verglichen und Bücher und Belege als richtig befunden.

Kenosha, Wis. — Gesuch der L. U. 161 um Wiederaufnahme des Falles besagter L. U. gegen gewisse Mitglieder des Milwaukee D. C. Das Gesuch wird damit begründet, daß die L. U. nicht in der Lage gewesen sei, die letzte Konvention zu besuchen und deren Entscheid im vorliegenden Streitfall anzurufen. Ferner, daß die L. U. im Besitze von Beweismaterial sei, welches bei der vorhergegangenen Verhandlung nicht unterbreitet wurde. Es wird beschlossen in diesem Falle ein, am 2. Februar vormittags 10 Uhr stattzufindendes, Verhör abzuhalten zu dem der Milwaukee D. C. eingeladen werden soll.

27. Januar 1915.

Alle Mitglieder sind anwesend.

Columbus, Ind. — Eine Einladung der L. U. 1155 an die Generalbeamten, einer heute stattfindenden Versammlung beizuwohnen in welcher die Festschätzung einer Lohnrate für nächstes Frühjahr besprochen werden soll, trifft zu spät ein um Berücksichtigung finden zu können.

Cincinnati, Ohio. — Ein Anfrage der L. U. 327 und 1251, beides Schoparbeiter deren Mitglieder im Auslande sind, wie es sich mit weiterer Streikunterstützung verhalte, wird dahin beantwortet, daß die am 18. Januar gewährte Geldbewilligung als die letzte zu betrachten sei.

Coffeyville, Kan. — Ein Bericht der L. U. 1212 über die seit anfangs Januar im Gange befindliche Aussperrung wird verlesen und bis auf das Eintreffen weiterer Information zurückgelegt.

Die Brunsdick, Balke & Collender Co. in Chicago, Ill., beschwert sich in einem Schreiben über gewisse Mitglieder indem diese ihnen Kundschaft abtrieben und Kunden zu überreden suchten, ihre Arbeit in der Stadt herzustellen zu lassen. Nach reiflicher Erwägung der Beschwerde kommt der Board zum Schluß, daß unsere Mitglieder in Chicago in keiner Weise gegen, mit unserem Label versehene Arbeit Stellung nehmen, sondern das Gegenteil, aber für am Orte hergestellte, Arbeit eintreten, wie es Handels-Kammern und andere industrielle Körperschaften überall tun.

Anklagen, erhoben von Boardmitglied Ogletree, von den Organisatoren Berry und Kiern und von L. U. 76 New Orleans, La., gegen den ersten Gen.-Vize-Präsidenten W. L. Hutchison, werden verlesen; doch können dieselben nicht in Erwägung gezogen werden, weil L. U. 76 nicht konstitutionsgemäß in der Sache vorgegangen ist, und aus dem weiteren Grunde, weil der Charter nicht Eigentum der L. U. 76, sondern der W. B. war und derselbe bei der Auflösung der L. U. an die General-Offize hätte zurückgesandt werden sollen.

White Plains, N. Y. — Appellation der L. U. 53 dieser Stadt gegen die Entscheidung des G. P. die von L. U. 2522, von Ex-Mitgliedern der L. U. 53 geforderte Eintrittsgebühr betreffend. Wird unter derselben Begründung wie die des G. P. abgewiesen.

San Francisco, Cal. — Appellation des Bay Counties D. C. gegen die Entscheidung des G. P. in der der L. U. 22 das Recht abgesprochen wird seine eigne Geschäftsagenten ohne die Genehmigung des D. C. zu erwählen. Die Entscheidung des G. P. wird unter dessen Begründung aufrecht erhalten.

Tacoma, Wash. — Appellation der L. U. 470 gegen die Entscheidung des G. P. im Falle der Appellanten gegen L. U. 1320, die Eintrittsgebühr J. C. Kelly's betreffend. Der Board findet die Begründung des G. P. stichhaltig und weist die Appellation ab.

Hartford, Conn. — Appellation der L. U. 43 gegen die Entscheidung des G. P. im Falle Kenneth Finlason von Hartford gegen den Springfield, Mass., D. C. Wird abgewiesen wie im vorherigen Falle.

Ridgefield, Conn. — Appellation der L. U. 1119 gegen die Gesetzesauslegung des G. P. in dem Streitfall zwischen den Appellanten

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und L. U. 53 White Plains, N. Y., worin es sich um die Aufnahme Henry Cote's handelt. Die Entscheidung des G. P., in der er sich auf Sektion 58 der General-Konstitution stützt, wird aufrecht erhalten und die Appellation abgewiesen.

Pawtucket, R. I. — Appellation des D. C. dieser Stadt gegen die Gesetzesauslegung des G. P., die von ihm angeordnete Verschmelzung der Pawtucket und Providence District-Councils mit Jurisdiktion über das Gebiet beider betreffend. Die Appellation wird abgewiesen.

Die Lokal-Unionen 1312 und 1846 New Orleans, La., erheben Klage gegen L. U. 76 daselbst wegen summarischer Verletzung der Sektion 131 der General-Konstitution. Beschlusfassung hierüber wird vertagt bis der Bericht eines, vom G. P. zu ernennenden, Spezial-Komitees vorliegt, welcher die Sache untersuchen soll. Der G. P. ernennt Potts vom 3ten District und Martel vom 7ten District als Komite.

28. Januar 1915.

Alle Mitglieder sind in dieser und allen, bis zum 5. Februar folgenden Sitzungen, anwesend.

St. Louis, Mo. — Appellation der L. U. 257 gegen die Entscheidung des G. P. im Falle W. B. Farrell und W. P. Pyle gegen Appellanten. Wird unter der Begründung der G. P. abgewiesen.

Cleveland, Ohio. — Appellation Frank Kaderbek's gegen die Entscheidung des G. P. im Falle des Appellanten gegen den Cleveland D. C. Die Entscheidung wird aufrecht erhalten und die Appellation abgewiesen.

New York, N. Y. — Appellation E. Bier's gegen die Entscheidung des G. P. im Falle des Appellanten gegen den New York District-Council. Der Board schließt sich der Begründung des G. P. an und weist die Appellation ab.

Herrin, Ill. — Appellation T. J. Burnett's gegen die Entscheidung des G. P. im Falle des Appellanten gegen L. U. 581. Begründung und Entscheidung des G. P. finden Zustimmung und wird die Appellation abgewiesen.

Herrin, Ill. — Appellation R. W. Davis gegen die Entscheidung des G. P. im Falle des Appellanten gegen L. U. 581. Die Entscheidung des G. P. wird aufrecht erhalten.

Herrin, Ill. — Appellation A. L. Gothard's gegen die Entscheidung des G. P. im Falle des Appellanten gegen L. U. 581. Wird abgewiesen.

New York, N. Y. — Appellation Edw. Werner's gegen die Entscheidung des G. P. im Falle des Appellanten gegen L. U. 126 Brooklyn. Der Board findet die Entscheidung gerecht und weist die Appellation ab.

Herrin, Ill. — Appellation J. M. Graeven's gegen die Entscheidung des G. P. im Falle des Appellanten gegen L. U. 581 Herrin. Die Begründung des G. P. wird als

frühhaltig befunden und daher aufrecht erhalten.

Fort Worth, Tex. — Appellation E. C. Smith's gegen die Entscheidung des G. P. im Falle des Appellanten gegen L. U. 208 obiger Stadt. Wird abgewiesen.

St. Louis, Mo. — Appellation der L. U. 257 gegen die Entscheidung des G. P. im Falle des Appellanten gegen St. Louis D. C. Die Appellation wird unter der Begründung des G. P. abgewiesen.

Seattle, Wash. — Appellation John R. Holbach's gegen die Entscheidung des G. P. im Falle des Appellanten gegen den D. C. Wird abgewiesen.

New York, N. Y. — Appellation George Weikel's gegen die Entscheidung des G. P. im Falle des Appellanten gegen den New York D. C. Die Entscheidung des G. P. wird als gerecht befunden und die Appellation abgewiesen.

Boston, Mass. — Appellation George Cole's gegen die Entscheidung des G. P. im Falle des Appellanten gegen den D. C. Der Begründung und Entscheidung des G. P. wird zugestimmt und die Entscheidung aufrecht erhalten.

Die Berichte des General-Präsidenten, und des 1ten und 2ten General-Vize-Präsidenten, für das mit dem 31. Dezember 1914 endende Vierteljahr, werden verlesen und deren Veröffentlichung im „Carpenter“ angeordnet.

St. Louis, Mo. — Organisator Simpson erscheint und schildert die gegenwärtige Gewerksklage in dieser Stadt mit besonderer Bezugnahme auf die Arbeitsverhältnisse in Shops und Fabriken. Er betont, daß sollten die „outside“ Carpenters in die Bewegung mit hereingezogen werden, finanzieller Beistand nötig sei.

Der General-Sekretär wird angewiesen, dem St. Louis D. C. mitzuteilen, daß die Angelegenheit erst dann berücksichtigt werden könne, wenn die, auf Gewerksbewegungen bezügliche Gesetze, befolgt sind.

New York, N. Y. — Appellation der L. U. 707 gegen die Entscheidung des General-Schatzmeisters in der er im Falle Elgear Marcotte's Sterbegeld-Schenkung verweigerte. Dies geschah weil das Mitglied zur Zeit seines Ablebens außer Benefit war und wurde aus diesem Grunde die Appellation abgewiesen.

Pekin, Ill. — Appellation der L. U. 644 gegen die Entscheidung des Gen.-Sch. die Auszahlung von Sterbegeld im Falle Harry Selby's verneinend. Die Entscheidung des Gen.-Sch. wird aufrecht erhalten, da der Anspruch nicht innerhalb sechs Monate, vom Todestage des Mitgliedes angerechnet, erhoben wurde, wie in Sektion 99 der General-Konstitution vorgeschrieben und wird die Appellation abgewiesen.

Chattanooga, Tenn. — Appellation der L. U. 968 gegen die Entscheidung des G. Sch.

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in der er im Falle M. L. Clark's Arbeitsunfähigkeits-Geldschenkung verweigerte. Wurde aus demselben Grunde den der G. Sch. angibt, nämlich, daß der Anspruch nicht innerhalb zwei Jahre, wie in Sektion 95 der Gen.-Konstitution vorgeschrieben erhoben wurde, abgewiesen.

22. Januar 1915.

Eine vom General-Schatzmeisters aufgeworfene Frage, ob der G. C. B. an seinen am 16. April 1907, 28. Januar 1908 und 20. Juli 1908, getroffenen Entscheidungen festhalte, wird bejaht und dem G. Sch. bedeutet, daß die an diesen Datums getroffene Entscheidungen in allen ähnlichen Fällen anzunehmen seien.

Der Board beschließt, daß unter dem Verschmelzungs-Vertrage mit der Am. Sektion der Almag. Societh, deren Mitglieder auch in der B. B. als zu vollem und als teilweise zu Benefit berechnigte Mitglieder zugelassen werden können, wenn sie die Beiträge entrichten die den Betreffenden der beiden Klassen in der B. B. auferlegt sind; sowie, daß deren Mitgliedschaft vom dem Tage an datiren soll an dem sie vollzahlende Mitglieder der B. B. werden.

Stockton, Cal. — Auf Empfang eines Telegramms von L. U. 266 wird die Summe von \$810.00 zur Unterstützung ihrer ausgesperrten Mitglieder bewilligt.

Woodside, L. I., N. Y. — Appellation der L. U. 324 gegen die Entscheidung des G. Sch., in welcher er Arbeitsunfähigkeit Geldschenkung im Falle Iwen McLaughlin's verweigerte. Die Entscheidung des G. Sch. ist damit begründet, daß die Arbeitsunfähigkeit nicht durch Unfall hervorgerufen wurde und wird die Entscheidung aufrecht erhalten und die Appellation abgewiesen.

Die in New York gegen die B. B. anhängig gemachten Gerichtsklagen werden eingehend erörtert und das Boardmitglied des ersten Distrikts sowie der G. P. ermächtigt in der Ueberwachung dieser Klagen fortzufahren.

Philadelphia, Pa. — Appellation der L. U. 1051 gegen die Entscheidung des G. Sch. in der er den Anspruch auf Sterbegeldschenkung im Falle ihres verstorbenen Mitgliedes Adam Burg abwies. Da der Anspruch nicht gemäß Sektion 99 der Gen.-Konstitution, innerhalb sechs Monate nach dem Tode geltend gemacht wurde, wird die Entscheidung des G. Sch. gutgeheißen und die Appellation abgewiesen.

Philadelphia, Pa. — Zur Deckung der Kosten von Organisationsarbeiten in dieser Stadt wird die Summe von \$107.80 bewilligt.

Hartford, Conn. — Appellation Louis Fierberg's von L. U. 43 gegen die Entscheidung des G. Sch. Den Anspruch des Appellanten auf Arbeitsunfähigkeits-Geldschenkung abweisend. Der Board schließt sich der Entscheidung an, in welcher der G. Sch. findet, daß in diesem Falle keine permanente Ar-

beitsunfähigkeit im Sinne der Sektion 93 der Gen.-Konstitution vorliegt, und weist die Appellation ab.

New York, N. Y. — Appellation Antonio Borello's von L. U. 56 gegen die Entscheidung des G. Sch. einen Anspruch auf Frauen-Sterbegeldschenkung des Appellanten abweisend, da derselbe zur Zeit des Ablebens seiner Gattin nicht gutstehend war. Wird abgewiesen.

Philadelphia, Pa. — Appellation der L. U. 8 gegen die Entscheidung des G. Sch. in der er die Auszahlung von Frauen-Sterbegeldschenkung an John Wisul verweigerte. Diese Handlung begründet der G. Sch. mit der Nichtinnehaltung der, in Sektion 99 der Gen.-Konstitution vorgeschriebenen Frist von sechs Monaten und wird die Entscheidung aufrecht erhalten.

San Francisco, Cal. — Appellation Alex Howie's, eingereicht durch dessen Advokaten, gegen die Entscheidung des G. Sch. seinem Sohne und früheren Mitgliede der L. U. 1082 Sterbegeldschenkung verweigern und zwar unter derselben Begründung wie im vorhergehenden Falle; daher wird auch diese Appellation abgewiesen.

Der Board faßt folgenden Beschluß: „Wenn es nachgewiesen ist, daß ein Anspruch auf Sterbegeld oder Arbeitsunfähigkeits-Geldschenkung durch Nachlässigkeit der Lokalbeamten nicht, gemäß der Sektionen 99 und 95 der Gen.-Konstitution, eingereicht wurde, so ist die betreffende L. U. laut Sektion 120 finanziell hierfür verantwortlich.“

30. Januar 1915.

Der G. P. unterbreitet den Bericht des, in der Indianapolis Konvention erwähnten Zusammenstellungs-Komitees über die Wahl der Generalbeamten demzufolge für den laufenden Termin erwählt sind:

James Kirby, General-Präsident.

Wm. L. Hutcherson, Erster General-Vize-Präsident.

Arthur A. Quinn, Zweiter General-Vize-Präsident.

Frank Duffey, General-Sekretär.

Thos. Neale, General-Schatzmeister.

T. M. Guerin, Mitglied des G. C. B.

1. Distrikt.

D. A. Post, Mitglied des G. C. B. 2. Distrikt.

John H. Potts, Mitglied des G. C. B. 3. Distrikt.

James Ogletree, Mitglied des G. C. B. 4. Distrikt.

Darry Blackmore, Mitglied des G. C. B. 5. Distrikt.

W. A. Cole, Mitglied des G. C. B. 6. Distrikt.

Arthur Martel, Mitglied des G. C. B. 7. Distrikt.

Dieses Wahlresultat ist in der Februar-Ausgabe des offiziellen Journals, „The Carpenter,“ zu veröffentlichen.

Chicago, Ill. — Appellation der L. U. 1786 gegen die Entscheidung des G. Sch. Auszahlung von Arbeitsunfähigkeits-Geldschenkung an Joseph Cerny verweigert. Aus dem Beweismaterial geht hervor, daß die Arbeitsunfähigkeit nicht auf einen Unfall, sondern auf ein körperliches Gebrechen zurückzuführen ist und daß daher der G. Sch., laut Sektion 93 der Gen.-Konstitution verpflichtet war die Auszahlung zu verweigern. Die Appellation wird abgewiesen.

Youngstown, Ohio. — Appellation George Vert's von L. U. 171 gegen die Entscheidung des G. Sch. in der er den Anspruch des Appellanten auf Arbeitsunfähigkeits-Geldschenkung nicht anerkannte. Die Entscheidung wird aufrecht erhalten und dessen Begründung, daß die Arbeitsunfähigkeit nicht die Folge einer Beschädigung durch Unfall, wie in Sektion 93 der Gen.-Konstitution spezifiziert, sei und wird die Appellation abgewiesen. (Fortsetzung in nächster Nummer.)

Ein offizielles Frageformular zur Verwendung bei Organisationsversuchen wird angenommen und zum Druck beordert und wurde der G. S. angewiesen, diese Formulare allen Lokal-Unionen und Distrikt-Councils zuzustellen die darum nachsuchen.

Befagte Formulare sind genau auszufüllen und jede einzelne Frage zu beantworten ehe dieselben seitens der G. E. B. Berücksichtigung finden können.

Buffalo, N. Y. — Gesuch des D. C. um finanzielle Unterstützung der ausgesperrten Mitglieder. Es wird die Summe von \$500.00 bewilligt, deren Verausgabung der G. P. überwachen soll.

Deleware City, Pa. — Gesuch des D. C. um Geldbewilligung zu Organisationszwecken. Wird behufs näherer Untersuchung zurückgestellt.

Savannah, Ga. — Gesuch des D. C. um Entsendung eines Organisatoren und Geldbewilligung zu Organisationszwecken. Die Summe von \$250.00, deren Verausgabung der G. P. überwachen soll, wird bewilligt.

Akron, Ohio. — Zu demselben Zwecke wie oben und unter demselben Bestimmungen wird dem D. C. die Summe von \$150.00 bewilligt.

Geldbewilligungen zu demselben Zwecke werden nachgesucht seitens des Tampa, Fla., D. C.; der L. U. 41 Nashville, Tenn.; L. U. 64 Louisville, Ky.; L. U. 116 Bay City, Mich.; L. U. 168 Kansas City, Kan.; L. U. 669 Harrisburg, Ill., und L. U. 225 Knoxville, Tenn. Samtliche dieser Gesuche werden bis zur April-Sitzung des Board zurückgestellt.

Ein ähnliches Gesuch der L. U. 356 Marietta, Ga., wird abgelehnt und die Angelegenheit an den G. P. verwiesen.

Mit diesem Tage, dem 30. Januar 1915, ist die Amtsdauer des bisherigen General-

Exekutiv-Boards abgelaufen und vertagt sich derselbe sine die.

Frank Duffh, Sekretär.

Indianapolis, Ind., den 1. Februar 1915.

An diesem Tage, um 10 Uhr vormittags, installierte der frühere General-Präsident William D. Huber nachfolgende als Generalbeamten für den beginnenden zweijährigen Termin:

James Kirby, General-Präsident.

Wm. L. Gutcheson, Erster Gen.-Vize-Präsident.

Arthur A. Quinn, Zweiter Gen.-Vize-Präsident.

Frank Duffh, General-Sekretär.

Thomas Neale, General-Schachmeister.

T. M. Guerin, Mitglied des G. E. B. 1. Distrikt.

D. A. Post, Mitglied des G. E. B. 2. Distrikt.

John S. Potts, Mitglied des G. E. B. 3. Distrikt.

James P. Ogletree, Mitglied des G. E. B. 4. Distrikt.

Harry Wadmore, Mitglied des G. E. B. 5. Distrikt.

Wm. A. Cole, Mitglied des G. E. B. 6. Distrikt.

Arthur Martel Mitglied des G. E. B. 7. Distrikt.

Sofort nach der Installation eröffnete General-Präsident Kirby die erste Vierteljahres-Sitzung des neu erwählten General-Exekutiv-Board.

Pasadena, Cal. — Gesuch der L. U. 675, 1351 und 769 um Bewilligung von \$500.00 für Organisationszwecke. Der Board bewilligt \$250.00, deren Verausgabung der G. P. überwachen soll.

(Fortsetzung in nächster Nummer.)

Different Styles of Trim

(Continued from Page 42.)

A mitered casing on a wet plastered wall and then dried out in a very hot building is bound to show up a very bad joint, and for that reason I never recommend that, although it is used a good deal and I have put up a good deal of very fine finish of that style.

Fig. 11 shows a molded edge casing with molded band around the outside edge. This, as you will notice, is mitered or better housed on the molded edge while the main casing is not mitered so as to avoid the trouble just mentioned. The mold and band, of course, are mitered, but a narrow piece like the molding or band molding, if that is what you use, is not so wide as to shrink and make a very bad joint.

Département Français



Rapport du Premier Vice Président Hutcheson pour le Trimestre Fin- issant le 31 Décembre, 1914

Monsieur James Kirby, Président Général de l'union fraternelle des Charpentiers et Menuisiers d'Amerique—
Salut:

Ci dessous Veuillez trouver mon rapport pour le trimestre finissant le 31 Décembre 1914.

Depuis mon dernier rapport 188 unions locales et conseils de districts ont soumis à notre approbation leur constitutions, règles de travail, amendements, etc.

43 maisons de commerce ont été autorisées à se servir de notre étiquette et plusieurs ont été privées de cet avantage; la liste complète peut être trouvée dans le "Répertoire des Maisons employant l'étiquette de notre Union fraternelle," qui a été publié par le bureau général et qui a été distribuée dans toutes les unions locales et les conseils de district.

En plus du travail que j'ai accompli un bureau général, j'ai fait plusieurs voyages dans l'intérêt de notre union fraternelle. Au mois d'Octobre je suis allé à Denver, Colo., où j'ai pu ajuster à l'amiable, un procès de longue date, entre notre organisation et une ancienne branche de la Société Amalgamée des Charpentiers de cette ville; je nous ai fait un rapport détaillé de cette affaire. J'ai assisté à la réunion du conseil de l'Etat de Michigan qui a été tenue à Grand Rapids pendant le mois d'Octobre, où beaucoup de choses concernant le bien de notre organisation ont été discutées et adoptées.

Pendant le mois de Novembre, j'ai assisté à une réunion à Alexandria, La., dans la quelle a été complétée la formation d'un conseil de l'Etat; les délégués venant de presque toutes les unions

locales de l'état, ont montré beaucoup d'enthousiasme.

Conformément à l'idée émise à la dernière convention générale de l'union fraternelle, j'ai fait tout mon possible pour propager l'emploi de notre étiquette. A cet effet, j'ai fait fabriquer des crayons portant notre étiquette et je m'efforce d'encourager toutes les unions locales à en acheter et à les distribuer parmi leurs membres, et de cette façon donner plus de publicité à notre étiquette non seulement parmi les membres de notre organisation, mais parmi le public en général. Je suis d'avis que si nous pouvons intéresser nos membres à propager l'emploi de notre étiquette cela va matériellement augmenter la demande des produits qui la portent.

Vous adressant pour vous et les membres de l'union fraternelle mes meilleurs souhaits, je rester,

Fraternellement

W. L. HUTCHESON,
1er. Vice-Président Général.

Rapport du Deuxième Vice Président general Quinn pour le Trimestre Finissant le 31 Décembre, 1914

Philadelphia, Pa., Janvier, 1915.

Monsieur James Kirby, Président Général de l'union fraternelle des Charpentiers et Menuisiers d'Amerique—
Salut:

Cher Monsieur et Frère—J'ai l'honneur de vous soumettre mon rapport pour le trimestre finissant le 31 Décembre 1914:

Au commencement du trimestre, le 1er Octobre j'étais à Indianapolis où j'ai assisté à la convention de l'union fraternelle. A la fin de la convention je me suis rendu à Cincinnati pour faire une enquête sur les conditions relatives à la grève qui régnait dans ce district depuis quelques temps. Je vous ai rendu compte

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de cette enquête dans mon rapporte du 4 Octobre.

En quittant Cincinnati, je me suis rendu dans l'Etat de New Jersey où à laquelle je suis rentré à Philadelphie pour examiner les livres d'une des unions locales de cette ville, travail qui m'occupe à présent. En plus de cet ouvrage, je dois dire que j'ai visité dans différentes occasions, les comtés de Newark et Hudson, New Jersey, dans l'intérêt de l'Union fraternelle dans ces districts. J'ai fait plusieurs visites à Newark pour aider nos agents d'affaires dans leurs efforts à diriger le travail sur les fondations de deux grandes entreprises dans cette ville et fait par une organisation indépendante comme sous le nom de: "Constructeurs de Quais de New York."

Nous avons été très gênés dans nos efforts principalement par le manque d'intérêt et de support des autres corps de métiers quoique les dits "Constructeurs de Quais" soient un corps entièrement indépendant et n'appartiennent en aucune manière à la Fédération Américaine du Travail. Il serait d'une grande importance que notre organisation à Newark puisse contrôler ce travail, pour la raison que cette ville a commencé à construire plusieurs milles de quais sur la baie de Newark et aussi les terrains adjacents, ce qui fait prévoir dans les prochaines années la construction de nombreux quais et bâtiments dans cette section.

J'ai fait aussi plusieurs visites dans le comté de Hudson pour aviser le conseil de district relativement à l'application de la loi de 8 heures dans tous les travaux de l'Etat, du comté ou municipaux. Cette loi qui a été passée grâce à l'activité du conseil de district était violée par la ville et le comté.

A Philadelphie et New Jersey j'ai trouvé le travail très rare, mais les conditions semblent vouloir s'améliorer et nos membres attendent avec patience le retour des conditions normales dans l'industrie du bâtiment.

Vous souhaitant ainsi qu'à l'union fraternelle une année prospère, je reste.

Fraternellement,

ARTHUR A. QUINN,

Les Architects de Cincinnati et les Ouvriers en Metaux Attitude

L'attitude des architects de Cincinnati sur la question des ouvriers en métaux a été très clairement et définitivement exposée à une réunion du chapitre de l'institut des Architectes Américains tenue à Cincinnati le 19 Janvier dernier, quand ils ont refusé d'accepter les demandes du Maître des ouvriers en feuilles de métaux de cette ville qui voulait que les architectes arrangent les difficultés locales survenues au sujet de cette question en spécifiant que le travail devrait être fait par des ouvriers de ce métier. Leur refus a été basé sur l'incompétence des ouvriers en feuilles de métaux à faire ce travail.

Leur action est d'autant plus importante que cette question a toujours été très aiguë à Cincinnati et a été la cause de la grève survenue l'année dernière.

Pratiquement tous les architectes se sont déclarés contre les demandes des ouvriers en feuilles de métaux. Un des orateurs a déclaré qu'il avait fait venir de Chicago, des ouvriers soit disant experts pour monter des postes métalliques et qu'il avait trouvé que ces ouvriers étaient incompetents à faire le travail. Il a aussi démontré qu'ils n'étaient pas habitués à employer les outils propres aux charpentiers et par ce soutenant entièrement l'opinion émise par l'union fraternelle sur cette question.

Ce Que Autres Pense de Nous.

Les détails suivants, sur l'organisation des ouvriers du bois en Amerique ont paru dans un recent numéro du Bulletin de l'union Internationale des ouvriers du bois.

"Nous reproduisons un rapport original destiné au Bulletin et écrit avant que la guerre Européenne ait éclaté:

"Le 1er Jan., 1914, la fusion de la branche américaine de la Société Amal-

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gamée des charpentiers et des menuisiers (Amalgamated Society of Carpenters and Joiners) s'est réalisée avec l'Association Fraternelle des charpentiers et menuisiers. Cette fusion recherchée depuis nombre d'années, a été rendue possible par le fait que les membres de l'A. S. ont obtenu la garantie par contrat de pouvoir maintenir leur système de secours et de conserver leurs droits aux secours de chômage et à la retraite, institutions de secours que l'A. F. n'a pas introduite. Ces concessions enlevaient un des obstacles placé jusqu'alors sur le chemin de la fusion des deux organisations. La fusion donna à l'A. F. une augmentation de plus de 9,000 membres.

"Après que l'Association fraternelle des charpentiers et menuisiers se fut inlassablement efforcée pendant près de deux décades à grouper tous les ouvriers sur bois travaillant dans le bâtiment et le meuble en une seule association centrale, nos camarades syndiqués d'Europe eurent de la peine à comprendre le fait que l'A. F. se soit dernièrement séparée d'un groupement central. Ce groupement est le Département des ouvriers du Bâtiment de la Fédération Américaine du travail qui s'était formé il y a environ huit années pour mieux défendre les intérêts des ouvriers du bâtiment et qui depuis lors, eut chaque année une séance conjointement aux Congrès de la Fédération du Travail. Cette division semble justifiée si l'on considère le refus du Département de modifier le système de représentation et de votation. Il en est de même devant l'attitude défavorable aux menuisiers du Département résultant du même mode dans un conflit de délimitation entre les menuisiers et les ouvriers sur métaux. Dans ce conflit douloureux, il s'agit de la fabrication et de la pose de portes de métal creuses incombustibles et de revêtements qui ont été introduits dans les grands bâtiments cette dernière décade et qui ont un emploi toujours plus grand. Ces articles sont évidemment fabriqués par des ouvriers sur métaux. Ils ne nécessitent aucun remplissage intérieur, ni bâtis de bois et sont creux, ainsi que l'indique

leur nom „hollow metal trim“ (revêtements de métal creux). Les ouvriers sur métaux revendiquent le droit de placer aussi dans le bâtiment les portes et les revêtements qu'ils exécutent dans les ateliers. Les Menuisiers de leur part, revendiquent le droit d'exécuter ce travail de montage en donnant comme motif que pour l'exécuter, et surtout pour le préparer, on emploie les outils des menuisiers et que ce travail a toujours été compris dans celui de leur corporation.

"A New-York, où l'on commença par introduire les revêtements de métal creux, la question en litige fut remise à un arbitre pour être tranchée et celui-ci se prononça en faveur des menuisiers. A la dernière convention du Département des ouvriers du Bâtiment, en revanche, où une fédération de 1,000 membres a un nombre de voix égal à une fédération qui en a 200,000, il se trouva chaque fois une petite majorité qui voulut remettre le travail de montage litigieux aux ouvriers sur métaux. La démission de l'Association Fraternelle des charpentiers et des menuisiers du Département des ouvriers du bâtiment qui suivit, n'influence en aucune façon l'affiliation à la Fédération du Travail, car l'affiliation au Département n'est pas obligatoire. La Fédération n'en devra pas moins tôt ou tard s'occuper de cette question car dans les circonstances actuelles, les conflits entre ouvriers sur métaux et menuisiers sont inévitables.

"Enfin, notre Fraternité a eu une victoire à signaler dans une plainte où il s'agissait de travail de revêtement exécuté par des ouvriers non-syndiqués. Au cours de ces dernières années, l'association se vit obligée de dépenser plusieurs milliers de dollars en frais de procès pour se protéger contre les interdictions juridiques qui enlèveraient aux membres le droit de refuser de poser dans le bâtiment des matériaux préparés par les non-syndiqués du bâtiment. Cette action était absolument nécessaire si l'on voulait protéger les ouvriers des ateliers et leurs patrons travaillant aux conditions de l'Union contre la concurrence déloyale des grandes fabriques.

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"Dans les cas cités occupent les tribunaux déjà depuis des années, une maison, groupée avec huit autres entreprises de l'Ouest, sur la base de la célèbre loi Sherman contre les trusts, a déposé un recours à la Chambre d'Appel des Etats Unis contre un arrêté d'une instance inférieure. Cet arrêté rejetait une demande des patrons d'arrêter une interdiction juridique contre les charpentiers et les menuisiers. La Chambre d'Appel sanctionna l'arrêté de l'instance inférieure et refusa également d'arrêter une interdiction juridique. Les motifs disent que dans le refus des menuisiers organisés, de travailler les produits des patrons plaignants il n'y avait aucune malveillance à constater et que l'action de l'association dans ce cas n'était dirigée personnellement contre le plaignant, mais contre un matériel qui leur déplaisait.

"Mais il faut encore attendre, car cette victoire pourrait encore être transformée en une défaite par un appel à une instance plus élevée, le Tribunal Fédéral Supérieur des Etats-Unis, car les patrons plaignants sont membres de l'Anti-Boycott Association qui dirige leur procès contre les ouvriers organisés. Elle leur assure les frais de procès et il ne serait pas étonnant que cette fois, devant le Tribunal Fédéral Supérieur des Etats-Unis, comme dans beaucoup d'autres cas où il s'agit de questions ayant trait aux ouvriers, on fasse un arrêté favorable aux capitalistes.

"L'article du numéro 1 du Bulletin de 1914 sur la "Durée du travail et les salaires dans l'industrie du bois aux Etats-Unis" exige quelques explications. Cet article se base sur les renseignements assemblés par le bureau de statistique de la Chambre du Travail pendant la période de 1907 à 1912 et il dit que la durée du travail pour les menuisiers, les charpentiers et les modeleurs des grandes villes est de 44 à 48 heures par-semaine et que les salaires vont de 40 à 65 cents à l'heure. Il faut faire remarquer ici que dans ces villes, presque tous les ébénistes sont occupés à des travaux du bâtiment et de ce fait sont donc de droit compris parmi les menuisiers. Dans les

ateliers d'ébénisterie de ces villes, on a la même durée du travail que dans le bâtiment, mais les salaires sont, en général, un peu plus bas que ceux des menuisiers qui travaillent dans le bâtiment à des travaux de montage. De plus, il faut encore faire remarquer que les "patternmaker" ne sont pas tous menuisiers-modeleurs. Ces derniers ne forment qu'une minorité des ouvriers de cette profession, la majeure partie des modeleurs sont ouvriers sur métaux et les deux forment ensemble une fédération. En ce qui concerne les salaires les plus bas indiqués par la statistique, qui vont jusqu'à 10 cents à l'heure, et la longue durée du travail qui va jusqu'à 60 heures ou plus dans les scieries, les ateliers de façonnages de bois et l'industrie du meuble, ces données ne concernent que des endroits de l'extrême ouest ou du sud où les organisations n'ont encore pas pu pénétrer. Et encore, pour autant qu'il s'agit de fabriques de meubles, seulement de celles où la division de travail la plus raffinée est appliquée et où le mécanisme est développé au plus haut degré et un point tel que les collègues européens peuvent difficilement s'en faire une idée. Les ouvriers occupés dans ces fabriques sont presque sans exception des ouvriers non-qualifiés; ils ne sont guère eux-même qu'un complètement de la machine. Les manœuvres et également les machinistes du sud-ouest sont en grande partie des noirs qui en sont encore à un degré très inférieur de civilisation et qui malheureusement n'ont encore pas pu arriver à avoir de grandes exigences sur les conditions de travail."

S.

Short Carpentry Course

A short course of instruction, which covers Geometry, Projections and Architectural Drawing, Carpentry, the Steel Square, Joinery, Stair Building and Roofing, besides giving full instructions in the Mechanics of Carpentry, Arithmetic, Geometry, Formulas and Mensuration, has just been issued by the International Correspondence Schools of Scranton, Pa. This course is of particular interest to carpenters and builders and to apprentices in the trade, who wish to increase their knowledge of the theory of their craft, and to have a firm foundation to advancement in position and wages. A prospectus of this short and excellent "Carpenters' Special Course" may be had on application.

Death Roll



CARTY, JAMES, of L. U. 38, St. Catharines, Ont.

HOCH, JOSEPH, of L. U. 75, Indianapolis, Ind.

HOWARD, WILLIAM W., of L. U. 1023, Alliance, Ohio.

Development of Trade Unions

The first man who learned to swim was not influenced by any theory or governed by any previously adopted plans or programs of action. He probably had no desire to learn to swim and did not know that he could, but through some accident, finding himself in the water, he tried to get back on dry land, and in this way found that he had the power to keep himself afloat for a moment. With more adventures of this kind and more experience he finally mastered the art and was able to teach others.

But even today, when the theory of swimming has been worked out by experts and every stroke and style of swimming is described by drawings or photographs, no one can learn to swim without getting into the water. Practicing the strokes at home with the assistance of a book of instructions does not teach a person how to swim, and the book student of swimming who has never been in the water is incompetent to teach another how to keep afloat.

What would we think of a book student of swimming who spent much of his time in pointing out to others who could not swim the mistakes and wrong methods of those who could and were not only swimming, but doing so successfully and with pleasure and profit to themselves?

If, in addition to this, the book student and theorist, through the influence of his pretended knowledge, persuaded others who could not swim to jump into deep water and then apply his theory of swimming, what would we think of him?

Yet a parallel of this type of man is

found in the industrial field. He has read a little, grubbed through a book or two, and imagines that he has learned the secret of keeping afloat and of making headway on the troubled waters of the industrial ocean. He spends part of his time in criticizing the workmen, who, through necessity, have learned to keep their heads above water and make progress, and he gives vent to his spleen in finding fault with their trade unions. Their methods are not proper, their form of organization is not sound, they fail to meet the situation and are a handicap to the workmen. He urges those who have never practiced or applied trade unionism to have nothing to do with it, but to adopt his theory and without experience jump into the industrial sea without even a support to keep them afloat for a moment, and those who are practicing trade unionism are advised to give up their methods, throw away the knowledge which has come to them through years of experience and sink or swim by applying his theories which as yet have never had a practical application.

Like the first man who learned to swim without having any previous knowledge of swimming, the first trade unionists practiced the method of combining their strength to keep from being overwhelmed, without any knowledge of the theory involved. They had to combine or go under. They had no cut and dried theory to apply, and it was this very fact which led them to develop as they have, for instead of studying theory they became practical students in the school of experience, the only school which graduates practical men.—Molders' Journal,

CLAIMS PAID DURING MARCH, 1915

Claim No.	Name of deceased or disabled.	Union.	City.	Membership. Yrs. Mos.	Cause of death or disability.	Amount Paid.
23743	Peter Nelson	11	Cleveland, Ohio	9	Fracture of skull	\$200.00
23744	Julius Alperin	13	Chicago, Ill.	7	Tuberculosis	200.00
23745	Wm. J. Welsh	25	Toledo, Ohio	26	Heart disease	200.00
23746	Wm. J. Hayes	33	Boston, Mass.	2	Pneumonia	50.00
23747	Mrs. Emelia A. Larsen	36	Oakland, Cal.	4 1/2	Asphyxia	50.00
23748	Mrs. Matilda S. Laird	43	Hartford, Conn.	2	Pernicious anaemia	50.00
23749	A. J. Genereette	52	Charleston, S. C.	7	Pleuritic effusion	50.00
23750	Lawrence Hines	62	Chicago, Ill.	4	Myocardial decompensation	200.00
23751	Mrs. Gerda D. Ling	62	Chicago, Ill.	6 1/2	Cerebral hemorrhage	50.00
23752	F. M. Simpson	132	Washington, D. C.	11	Pulmonary tuberculosis	50.00
23753	Wm. Kelly (dis)	134	Montreal, Que., Can.	12	Accidental injuries	200.00
23754	Jefferson D. Hall	142	Pittsburgh, Pa.	3	Paralysis	300.00
23755	Mrs. Barbara Kubler	309	New York, N. Y.	4	Diabetes mellitus	50.00
23756	Harry Bassett	326	New York, N. Y.	3	Cancer of stomach	50.00
23757	John Sonnenberg	336	La Salle, Ill.	8	Tuberculosis	200.00
23758	Juneus E. Smalley	397	Hillsboro, Texas	6	Pneumonia	200.00
23759	Emil Patton	482	Jersey City, N. J.	5	Cerebral apoplexy	50.00
23760	Jonathan Zerbe	492	Reading, Pa.	24	La Grippe	200.00
23761	Carl A. Anderson	708	W. Newton, Mass.	1	Acute myocarditis	50.00
23762	Michael Farrell	713	Niagara Falls, Ont., Can.	13	Emphysema	200.00
23763	Andrew Elliott	901	Woolhaven, N. Y.	10	Pneumonia	197.50
23764	Mrs. Lydia M. Tracy	1043	Hanford, Cal.	15	Arthritis reiformas	200.00
23765	Francisco Colomer	1090	Uruado, Porto Rico	2	Tuberculosis	50.00
23766	W. T. Scarborough	1281	Arlene, Texas	5 1/2	General debility	200.00
23767	L. D. Bennett	1327	Belmar, N. J.	3 1/2	Hemorrhage of stomach	50.00
23768	Mrs. Emma B. Laber	1382	Sharpsburg, Pa.	6	Tuberculosis	200.00
23769	Mrs. Rosa Moskowitz	1448	New York, N. Y.	7	Papillomatous cyst of ovary	50.00
23770	Kazimer Kopaczowski	1786	Chicago, Ill.	4 1/2	Nephritis	200.00
23771	John Kunes	1786	Chicago, Ill.	8	Nephritis	200.00
23772	Mrs. Hannah Cameron	1799	Toronto, Ont., Can.	2	Nephritis	200.00
23773	Adam Stark	308	Cedar Rapids, Ia.	32	Nephritis	50.00
23774	Thomas W. Jordan	495	Streator, Ill.	12	Apoplexy	200.00
23775	A. D. Sanders	599	Hammond, Ind.	14	Heart trouble	200.00
23776	Mrs. Sadie Brown	61	Kansas City, Mo.	7	Dropsy	50.00
23777	Mrs. Agnes F. Lamport	61	Kansas City, Mo.	2 1/2	Heart trouble	50.00
23778	Adelard Bibeau	178	Montreal, Que., Can.	11	Spinal meningitis	50.00
23779	Wm. F. Brattin	1381	Woodland, Cal.	2	Tuberculosis	200.00
23780	Mrs. Anna L. Peck	19	Detroit, Mich.	1	Nephritis	50.00
23781	Otho J. Zittle	29	Baltimore, Md.	5	Cerebral hemorrhage	200.00
23782	Robert E. Craig	121	Bridgeton, N. J.	9	Apoplexy	200.00
23783	Chas. A. Toblason	181	Chicago, Ill.	3	Appendicitis	200.00
23784	John Harkin	194	Alameda, Cal.	12	Fracture of skull	200.00
23785	Wm. H. Crowell	350	New Rochelle, N. Y.	7	Diabetes mellitus	200.00
23786	Henry Sassenberg	378	Edwardsville, Ill.	7	Cancer of stomach	200.00
23787	Chas. C. Barrows	440	Buffalo, N. Y.	7 1/2	Pneumonia	200.00
23788	Harlie C. Rogers	576	Pine Bluff, Ark.	1	Fracture of skull	200.00

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CLAIMS PAID DURING MARCH, 1915—Continued

Claim No.	Name of deceased or disabled.	Union.	City.	Membership. Yrs. Mos.	Cause of death or disability	Amount Paid.
23789	Richard D. Steele	577	Charleston, S. C.	10	Diabetes mellitus	200.00
23790	Mrs. Gertrude Wilson	993	Miami, Fla.	12	Cancer of uterus	50.00
23791	Geo. L. Givens	213	Houston, Texas	15	Carbolic acid poisoning	200.00
23792	James G. Weir	751	Santa Rosa, Cal.	11	Cirrhosis of liver	50.00
23793	James Erwin	8	Philadelphia, Pa.	2	Nephritis	50.00
23794	Alfred Anderson (dis)	1695	Providence, R. I.	2	Accidental injuries	200.00
23795	Oscar D. Cook (dis)	106	Des Moines, Ia.	1	Accidental injuries	100.00
23796	D. Newlin Everson	207	Chester, Pa.	8	Cancer of stomach	200.00
23797	George Reiss	492	Reading, Pa.	14	Myocarditis	50.00
23798	M. J. Fleming	7	Minneapolis, Minn.	5	Pneumonia	200.00
23799	Joseph A. Ellis	33	Boston, Mass.	9	Cancer of stomach	200.00
23800	Frank D. Provost	33	Hartford, Conn.	15	Apoplexy	131.00
23801	A. W. Wigfall	53	Charleston, S. C.	15	Accidental injuries	400.00
23802	Frank Leonard (dis)	73	St. Louis, Mo.	13	Lobar pneumonia	100.00
23803	Fred R. Berryn	75	Indianapolis, Ind.	11	Nephritis	50.00
23804	Mrs. Elнора Brouillette	96	Springfield, Mass.	14	Nephritis	50.00
23805	Henry O. Graves	183	Peoria, Ill.	8	Heart disease	200.00
23806	C. N. Campbell	208	Ft. Worth, Texas	1	Hemorrhage of lungs	200.00
23807	W. E. Nix	213	Houston, Texas	4	Tuberculosis	200.00
23808	Wendelin Marshall	309	New York, N. Y.	20	Endocarditis	200.00
23809	August Nelle	309	New York, N. Y.	6	Influenza	200.00
23810	Mrs. Mary E. Van Dyke	380	Herkimer, N. Y.	3	Typhoid fever	50.00
23811	John Hafner	416	Chicago, Ill.	11	Carcinoma of bladder	50.00
23812	John Williamson	416	Chicago, Ill.	4	Peritonitis	200.00
23813	C. Gurlin	432	Atlantic City, N. J.	5	Pneumonia	200.00
23814	Swan Anderson (dis)	457	New York, N. Y.	7	Accidental injuries	400.00
23815	Edward Glacken	483	San Francisco, Cal.	2	Dropsy	50.00
23816	Mrs. Anna M. Johnson	624	Brockton, Mass.	9	Pneumonia	200.00
23817	Willard Todd	1253	Gladstone, N. J.	5	Cancer of uterus	50.00
23818	Henry Warner	1436	Bangor, Pa.	1	Pneumonia	200.00
23819	Stanislaw Dzuiba	1473	Fruitvale, Cal.	5	Tuberculosis	200.00
23820	John Moline	1525	Princeton, Ill.	5	Nephritis	200.00
23821	Mrs. Amy Kitchen	1555	Niagara Falls, N. Y.	2	Hemorrhage	50.00
23822	Al. Bareson	1	Chicago, Ill.	6	Diabetes mellitus	200.00
23823	Fred J. Johnson	7	Minneapolis, Minn.	3	Tuberculosis	200.00
23824	Thos. J. McKay	1582	Cincinnati, Ohio	1	Appendicitis	200.00
23825	Mrs. Margaret E. Shewmake.	1836	Russellville, Ark.	2	Bright's disease	50.00
23826	Chas. F. Roth	8	Philadelphia, Pa.	5	Cirrhosis of liver	200.00
23827	Fred W. Evert	10	Chicago, Ill.	7	Tuberculosis	200.00
23828	Mrs. Mary McNeil	22	San Francisco, Cal.	19	Valvular disease of heart	50.00
23829	Mrs. Clara George	42	San Francisco, Cal.	12	Angina pectoris	300.00
23830	Joseph W. Hoch	75	Indianapolis, Ind.	26	Cerebral hemorrhage	50.00
23831	Mrs. Winifred Donovan	117	Albany, N. Y.	12	Acute indigestion	75.00
23832	Kyrán F. Mahar	117	Albany, N. Y.	3	Multiple neuritis	200.00
23833	Harry McGill	122	Philadelphia, Pa.	32	Nephritis	300.00
23834	Wm. Stothard	122	Philadelphia, Pa.	30	Pleuro pneumonia	300.00

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25835	James Lannon	Hazleton, Pa.	15	1	1	200.00
25836	Mrs. Annie Barker	Seattle, Wash.	12	1	1	50.00
25837	Louis Vanasse	Montreal, Que., Can.	13	5	5	48.50
25838	F. E. Reinecke	York, Pa.	28	8	8	300.00
25839	A. O. Garber	Ft. Wayne, Ind.	2	2	2	50.00
25840	Mrs. Annie Pfeiffer	St. Louis, Mo.	14	10	10	50.00
25841	C. B. Johnson	Augusta, Ga.	1	1	1	200.00
25842	Mrs. Mary B. Shaw	Augusta, Ga.	283	3	3	50.00
25843	Johannes Chorlog	Madison, Wis.	3	6	6	200.00
25844	Wm. Young	Madison, Wis.	8	4	4	200.00
25845	Sven Johanson	Brooklyn, N. Y.	4	8	8	200.00
25846	Mrs. Louisa Gauthier	Holyoke, Mass.	381	9	9	50.00
25847	M. E. Carlson	Omaha, Neb.	427	10	10	200.00
25848	Karl Bitzer C. Wright	San Francisco, Cal.	616	11	11	200.00
25849	Mrs. Mary C. Wright	San Francisco, Cal.	1111	12	12	200.00
25850	John Shore	Cumberland, Md.	1024	11	11	50.00
25851	Albert F. Caldwell	Ironton, Ohio	1187	8	8	50.00
25852	Mrs. Bettie Larson	New Bedford, Mass.	1717	10	10	75.00
25853	Edward J. Arnold	New York, N. Y.	1873	9	9	75.00
25854	Joe Rogowski	Denver, Colo.	73	10	10	200.00
25855	John Jeske	St. Louis, Mo.	10	6	6	200.00
25856	Mrs. Delvina Robichand	Chicago, Ill.	10	11	11	300.00
25857	Mrs. Ida Gorman	Chicago, Ill.	10	2	2	50.00
25858	Mrs. Sylvia S. Johnson	San Antonio, Texas	22	8	8	50.00
25859	Mrs. Margaret J. Volt	Hartford, Conn.	17	9	9	50.00
25860	John E. Scroggins (bal)	Louisville, Ky.	2	6	6	150.00
25861	Wm. Hooper	Indianapolis, Ind.	2	4	4	200.00
25862	A. N. Griffith (dis)	Kenosha, Wis.	13	1	1	400.00
25863	Homer A. Lackey	Ft. Worth, Texas	208	8	8	50.00
25864	Mrs. Mary E. Bulkeley	Ft. Wayne, Ind.	232	10	10	75.00
25865	Mrs. Sylvia S. Johnson	Riverside, Cal.	235	11	11	200.00
25866	B. H. Lecompte	Pawtucket, R. I.	342	7	7	50.00
25867	Mrs. Mary M. Goehr	Chicago, Ill.	416	8	8	50.00
25868	Herman Bell (dis)	Cincinnati, Ohio	692	14	14	200.00
25869	Andrew Pallizay	Red Lodge, Mont.	744	9	9	50.00
25870	Wm. F. Frazier	Elmira, N. Y.	879	6	6	50.00
25871	A. W. Dennis	Miami, Fla.	993	7	7	200.00
25872	Joseph Strittmatter	Salem, Ore.	1065	19	10	300.00
25873	Aug. Peterson	San Francisco, Cal.	1082	8	8	50.00
25874	Mrs. Rosa Smith	Chicago, Ill.	1367	4	4	50.00
25875	James Urban	Watseka, Ill.	1815	1	1	50.00
25876	Oliver Labadie	Chicago, Ill.	1922	11	9	200.00
25877	Mrs. Mary A. Bristol	Toledo, Ohio	1940	1	6	50.00
25878	John Peters	Rochester, N. Y.	72	23	8	200.00
25879	Mrs. Delphine Thompson	Seattle, Wash.	131	9	10	75.00
25880	Mrs. Mary L. Donnell	Schenectady, N. Y.	146	9	9	50.00
25881	Mrs. Isabelle B. Simpson	St. Louis, Mo.	257	13	9	200.00
25882	John F. Hettel	W. Hoboken, N. J.	599	5	3	50.00
25883	Harrison C. Judkins	Muncie, Ind.	914	17	11	125.00
25884	Mrs. Sophia Peterson	Augusta, Me.	12	2	8	50.00
25885	August Schwartz	Brooklyn, N. Y.	87	18	1	75.00
25886	Mrs. Caroline Richards	St. Paul, Minn.	255	13	8	200.00
25887	Mrs. Adelaide Mægle	McKees Rocks, Pa.	309	15	4	75.00
25888	Mrs. Sarah Gibbing	New York, N. Y.	453	19	11	50.00
25889	Chas. G. Y. Smith (dis)	Auburn, N. Y.	681	17	4	75.00
25890	Roderick Welsh	Loveland, Colo.	910	1	4	100.00
		Gloucester, Mass.	14	3	3	50.00

The Carpenter

CLAIMS PAID DURING FEBRUARY, 1915—Continued

Claim No.	Name of deceased or disabled.	Union.	City.	Membership. Yrs. Mos.	Cause of death or disability.	Amount Paid.
23891	Mrs. Martha A. Seibert	1188	Mt. Carmel, Ill.	7	Tuberculosis	75.00
23892	Mrs. Anna B. Lazelle	1693	Chicago, Ill.	11	Peritonitis	50.00
23893	John Murray	48	New York, N. Y.	13	Diabetes	200.00
23894	Frederick Mayer	48	New York, N. Y.	5	Shock and hemorrhage	200.00
23895	Ernst Helberg	48	New York, N. Y.	9	Tubercular laryngitis	200.00
23896	Guy L. Northrop	284	Erie, Pa.	5	Septicæmia of face	200.00
23897	T. A. Tisdale	388	Richmond, Va.	6	Lobar pneumonia	200.00
23898	Mrs. Mary Jane De Lacy	388	Richmond, Va.	32	Paralysis	75.00
23899	Mrs. Helena L. Brown	441	Cambridge, Mass.	4	Phthisis pulmonalis	50.00
23900	J. Lincoln Hamilton	525	Coshocton, Ohio	11	Cancer of pancreas	50.00
23901	John Mooers	766	San Francisco, Cal.	2	Cardiac asthma	300.00
23902	Mrs. Helen Ann McDonald	1244	Montreal, Que., Can.	11	Myocarditis	50.00
23903	Mrs. Nathalia Yarnchok	1244	Montreal, Que., Can.	11	Puerperal septicæmia	75.00
23904	Denis Chausse	1558	Tetraulville, Que., Can.	12	Paralysis	300.00
23905	A. C. Godfrey	144	Macon, Ga.	24	Bright's disease	125.00
23906	Andrew Peterson	1	Chicago, Ill.	3	Cerebral hemorrhage	300.00
23907	Joseph Woodall	1	Chicago, Ill.	26	Pneumonia	300.00
23908	Patrick Robbins	1	Cincinnati, Ohio	29	Arterio sclerosis	300.00
23909	Mrs. Ida Bortman	13	Chicago, Ill.	1	Decompensated heart	50.00
23910	Mrs. Sarah A. Cunningham	13	Chicago, Ill.	8	Pneumonia	50.00
23911	James D. Kelly	31	Trenton, N. J.	18	Cardiac acid poisoning	200.00
23912	Mrs. Anna Blake	34	Long Island City, L. I., N. Y.	14	Cancer of rectum	75.00
23913	Geo. H. Beardsley	79	New Haven, Conn.	7	Double pneumonia	50.00
23914	John H. Gillespie	112	Butte, Mont.	13	Pneumonia	200.00
23915	Wm. Foulk	171	Youngstown, Ohio	1	Chronic bronchitis	50.00
23916	E. J. Houseberg	200	Columbus, Ohio	11	Tetanus	300.00
23917	Geo. St. Clair	211	N. S. Pittsburgh, Pa.	19	Paralysis	300.00
23918	Herman Gritzner (dis)	231	Rochester, N. Y.	12	Accidental injuries	200.00
23919	Mrs. Minnie Watt	237	Pittsburgh, Pa.	15	Asphyxiation	400.00
23920	Mrs. Martha H. Burgess	331	Norfolk, Va.	14	Nephritis	50.00
23921	Hugh S. Smith	550	Oakland, Cal.	8	Cerebral hemorrhage	50.00
23922	Dennis Ryan	636	Troy, N. Y.	14	Myocarditis	50.00
23923	Mrs. Annie D. Skow	668	Palo Alto, Cal.	14	Cancer	300.00
23924	Harry Dorry	759	San Francisco, Cal.	2	Apoplexy	50.00
23925	Mrs. Laura Moag	801	Woonsocket, R. I.	1	Tuberculosis	200.00
23926	A. A. Callahan	1655	Lincoln, Neb.	4	Heart disease	50.00
23927	Thomas L. Duff	1186	Pittsburgh, Pa.	12	Cancer of stomach	50.00
23928	James Bronck	1615	Cleveland, Ohio	7	Fracture of skull	200.00
23929	Mrs. Lorela Fickel	1712	Bicknell, Ind.	11	Fracture of skull	200.00
23930	Mrs. Milie M. Brown	1769	Gillespie, Ill.	8 $\frac{1}{2}$	Peritonitis	75.00
23931	Mrs. Helen Zelmansky	1790	New York, N. Y.	3	Tuberculosis	75.00
23932	Mrs. Mary A. Weber	104	Dayton, Ohio	6	Hemorrhage	50.00
23933	John F. Shepard	104	Dayton, Ohio	11	Cerebral hemorrhage	75.00
23934	Mrs. Annette Widenmark	109	Brooklyn, N. Y.	4	Eclampsia	50.00
23935	Mrs. Elizabeth W. Simons	132	Washington, D. C.	1	General carcihosis	50.00
23936	Eleazer Moorse	443	Chelsea, Mass.	3	Tuberculosis	75.00

The Carpenter

23037	Karl E. Engros	12	Brooklyn, N. Y.	8	6	Lobar pneumonia	300.00
23038	Mrs. Algia M. Stevenson	44	Champaign, Ill.	2	6	Carcinoma of uterus	300.00
23039	Franklin Woodruff	121	Bridgeton, N. J.	11	10	Nephritis	300.00
23040	Adam Reiss	148	Newark, N. J.	2	7	Pathosis pulmonalis	300.00
23041	Adam Bauchs	169	E. St. Louis, Ill.	23	10	Jaundice and hemorrhage	300.00
23042	Mrs. Emily B. Wilke	181	Chicago, Ill.	17	6	Nephritis	75.00
23043	Mrs. Lilly B. Finley	288	Homestead, Pa.	3	4	Tuberculosis	75.00
23044	Mrs. Mary A. Dixon	350	New Rochelle, N. Y.	19	1	Endocarditis	75.00
23045	Chas. E. Franklin	1351	Buffalo, N. Y.	11	11	Tuberculosis	75.00
23046	John G. Dempsey	1678	Peckville, Pa.	11	10	Apoplexy	50.00
23047	Zor Conchaine	1717	Three Rivers, Mich.	7	8 ¹	Influenza	300.00
23048	Mrs. Margaret A. Perkins	36	New York, N. Y.	9	10	Fracture of skull	300.00
23049	Mrs. Sarah G. McDermid	43	Oakland, Cal.	8	6	Tuberculosis	75.00
23050	Mrs. Sarah G. McDermid	58	Hartford, Conn.	27	9	Tuberculosis	75.00
23051	John Peterson	62	Chicago, Ill.	13	8	Carcinoma of lungs	200.00
23052	T. C. Creedon (dis)	62	Chicago, Ill.	12	9	Accidental injuries	400.00
23053	Hahnar Nelson	229	Glens Falls, N. Y.	13	8	Tuberculosis	300.00
23054	Frank Chentier	386	Dorchester, Mass.	13	9	Hemorrhage	300.00
23055	Leverett V. Wayland	457	New York, N. Y.	1	5	Lobar pneumonia	300.00
23056	Abraham Thompson	465	Ardmore, Pa.	14	7	Drowning	50.00
23057	Geo. J. Klee	567	Stapleton, S. I., N. Y.	16	10	Heart disease	300.00
23058	Mrs. Nancy Jane Harper	559	Paducah, Ky.	7	6	Endocarditis	75.00
23059	Mrs. Bell E. Grouse	559	Paducah, Ky.	7	6	Apoplexy	300.00
23060	Mrs. Susan C. Dedham	575	New York, N. Y.	14	10	Cancer of throat	75.00
23061	Robert Spurr	595	New York, N. Y.	12	10	Lobar pneumonia	125.00
23062	R. F. Gist	1445	Lynn, Mass.	18	5	Laryngitis	200.00
23063	Mrs. Aramanta E. Thomas	1491	Topeka, Kan.	11	11	Nephritis	75.00
23064	M. F. Champion	980	Spring City, Pa.	13	1	Bronchitis	200.00
23065	Mrs. Myra Gibbs	1924	Pasco, Wash.	4	9	Tuberculosis	50.00
23066	Mrs. Maggie Martyn	561	Pittsburg, Kan.	10	3	Gonire	75.00
23067	Joseph Gibeault	685	Chicopee, Mass.	14	3	Endocarditis	75.00
23068	Salvatore Manfre (dis)	1565	New York, N. Y.	8	9	Cirrhosis of liver	200.00
23069	Mrs. Elizabeth Cloven	156	Staunton, Ill.	14	2	Accidental injuries	400.00
23070	Louise Gueckow	798	Salem, Ill.	8	5	Pneumonia	50.00
23071	Wm. H. Wilson (dis.)	993	Miami, Fla.	13	..	Tuberculosis	200.00
23072						Accidental injuries	400.00
Total							\$34,542.50

Full beneficial claims
Semi-beneficial claims
Wife's claims
Disability claims

Total.....

\$24,469.00
1,748.50
4,425.00
3,900.00
\$34,542.50

The Carpenter

DISAPPROVED CLAIMS FOR MARCH, 1915

Claim No.	Name of deceased or disabled.	Union.	City.	Membership. Yrs. Mos.	Cause of Disapproval.	Amount Claimed.
2662	Geo. Klefer (dis)	110	St. Joseph, Mo.	1	In arrears at time of accident	\$100.00
2663	Geo. B. Robinson	1326	Ely, Nev.	2	Three months in arrears	50.00
2664	Otto Hollen	457	New York, N. Y.	12	Alcoholism	200.00
2665	Frank Sergot	181	Chicago, Ill.	8	Three months in arrears	50.00
2666	Andrew Anderson	825	Williamette, Conn.	6	Three months in arrears	200.00
2667	Wm. J. Wharton (dis)	515	Colorado Springs, Colo.	17	Not filed in constitutional time	400.00
2668	Wm. E. Miller	732	Stockton, Cal.	7	Three months in arrears	100.00
2669	Angus S. Pearson	475	Walsenburg, Colo.	9	Three months in arrears	100.00
2670	Eugene Haas	740	Brooklyn, N. Y.	17	Three months in arrears	75.00
2671	Mrs. Geo. R. Ash	953	Lake Charles, La.	3	Not filed in constitutional time	200.00
2672	Chas. Ribbans, Jr.	119	Newark, N. J.	44	Three months in arrears	50.00
2673	Z. L. Woolley	973	Texas City, Tex.	1	Three months in arrears	200.00
2674	Edward J. Rinnie	218	E. Boston, Mass.	8	Three months in arrears	50.00
2675	Harvey Shattuck	310	Norwich, Conn.	74	Six months—suspended	200.00
2676	Wm. M. Coffey	229	Glen Falls, N. Y.	10	Three months in arrears	100.00
2677	Jacob Pfau	143	Canton, Ohio	2	Three months in arrears	200.00
2678	Mrs. Jessie C. Nolan	1746	Bradentown, Fla.	4	Three months in arrears	50.00
2680	Atlas W. Shannon	1155	Columbus, Ind.	9	Three months in arrears	50.00

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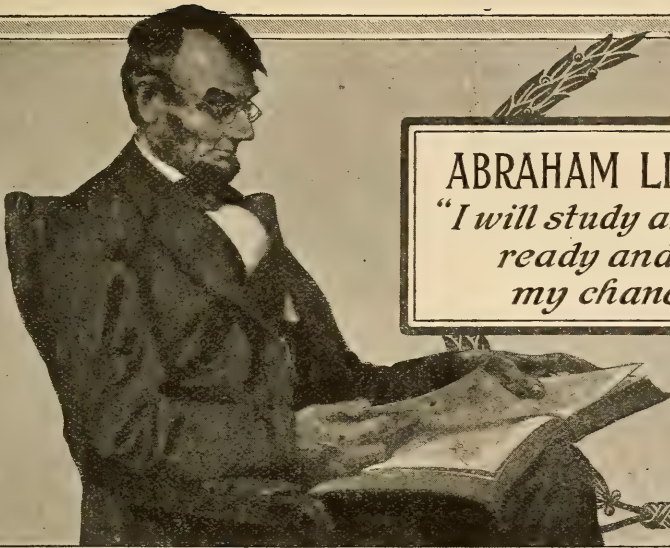
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The Carpenter



ABRAHAM LINCOLN *said:*
*"I will study and get
ready and maybe
my chance will come."*

YOUR Chance Will Come

Born in a one-room log cabin on the Kentucky frontier, Abraham Lincoln had very little chance to acquire an education. But he was determined to succeed. "Some day," he said, "my chance *will* come." So he studied and got ready. And his chance *DID* come.

Your chance will come. Some day you'll be considered for promotion or for a good job in some other line of work. If you are ready, you'll go up—there will be no limit to your chances to advance—if you are ready to meet them.

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Please explain, without further obligation on my part, how I can qualify for the position before which I have marked X.

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Heating and Ventilation
Plumbing Inspector
Mechanical Engineer
Civil Engineer
Surveying and Mapping
Mining Engineer
Automobile Running
Bookkeeper
Stenographer
Civil Service Exams.

Name _____

St. and No. _____

City _____ State _____

Present Occupation _____

The Carpenter

Attitude of the Koken Barber Supply Company Toward Organized Labor

—An Important Circular—

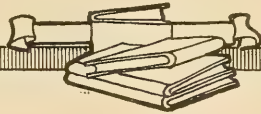
We bring to the attention of the members of the United Brotherhood and all Local Unions, District and State Councils the attached circular calling attention of all trade unionists to the policy which the KOKEN BARBER SUPPLY COMPANY OF ST. LOUIS, MO., has for many years adopted toward organized labor. This firm is one of the largest manufacturers and retailers of barber supplies in the country and has branch stores in a number of cities.

The circular is issued by a publicity committee of St. Louis trade unionists representing the Carpenters' District Council of that city and the members of the following seven other trades interested: The Painters' District Council; I. A. of Machinists, District No. 9; Upholsterers' Union No. 21; Metal Polishers, Buffers and Platers, Local No. 13; Sheet Metal Workers' D. C.; Plumbers and Steam Fitters' United Association, and Stationary Engineers, Local No. 2, and reads as follows:

"The firm (the Koken Barber Supply Company) has not, for years, employed organized labor in its shops and factories. It has refused to grant to the workmen in its employ the right to organize and endeavor to obtain better conditions as to hours and wages. It has discharged such of its employes that have joined the union in order to better their conditions. It has refused to enter into negotiations with the representatives of organized labor who have endeavored to obtain the same working conditions for its employes as are enjoyed by the same classes of workmen in other shops that are now employing union men. It has thus shown itself to be the persistent and uncompromising foe of organized labor. It has come to our knowledge that some of the traveling representatives of this firm, who may be carrying a card, are endeavoring to create the impression that the firm is a union firm, when this is not the case. The members and friends of organized labor are cautioned to contradict these actions of said traveling representatives wherever noted, as the only reliable statement regarding this matter can be obtained from one of the undersigned organizations."

All central bodies and Local Unions are urged to give the contents of this circular the widest possible publicity.

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Asheville, N. C.—A. L. Henry, R. F. D. 3.
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Belmar, N. J.—Harry Redmond, Box 245.
Bergen County, N. J.—John D. Carlock, 388 Ridgewood ave., Ridgewood, N. J.
Binghamton, N. Y.—Jerry Ryan, 77 State st.
Birmingham, Ala.—R. E. L. Connolly, Room 455, Hood Bldg.
Boston, Mass. D. C.—A. J. Howlett, 30 Hanover st.; L. U. 33, J. T. White, 30 Hanover st.; L. U. 1096, John McNeill, 1 Hopkins pl., Mattapan, Mass.; L. U. 1393 (Wharf and Bridge), John Morgan, 30 Hanover st.; L. U. 1410 (Shop and Mill), Simpson Booth 30 Hanover st.; L. U. 1824 (Cabinetmakers and Mill), E. Thulin, 30 Hanover st.; L. U. 954 (Hebrew), M. Goodman, 30 Hanover st.; L. U. 386, Dorchester, Mass.; L. U. 272, Bowden st., Dorchester, Mass.; L. U. 67, Roxbury, John M. Devline, 16 Woodville Pk., Roxbury, Mass.; L. U. 443, Chelsea, Chas. Noel, 86 Grove st., Chelsea, Mass.; L. U. 937 (Hebrew), Chelsea, Kalman Disler, 66 Essex st., Chelsea, Mass.; L. U.'s 441 and 1653, Cambridge, and 629, Somerville, P. J. Slowe, 90 Norfolk st., Cambridge, Mass.; L. U. 438, Brookline, W. H. Walsh, 166 Washington st., Brookline, Mass.; L. U. 218, East Boston, C. H. Morrison, 16 Pope st., East Boston, Mass.
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Bristol, Conn.—J. W. Greno, 84 Grove st.
Brockton, Mass.—Walter Pratt, 308 Marston Bldg., 28 Main st.
Buffalo, N. Y.—Vincent Roth, 12-14 Eagle st.; Frank J. Fischer, 12-14 Eagle st.
Calgary, Alta., Can.—James Rae, Box 2331.
Cambridge, Mass.—P. J. Slowe, 90 Norfolk st.
Canton, Ill.—E. P. Sherman, 45 E. Vine st.
Canton, Ohio—A. M. Young, 934 Marion ave., S. W.
Cedar Rapids, Ia.—D. A. Lennard, 19 Jim Bk.
Central City, Ky.—C. L. Craig.
Charlotte, N. C.—C. W. Brown, P. O. Box 28.
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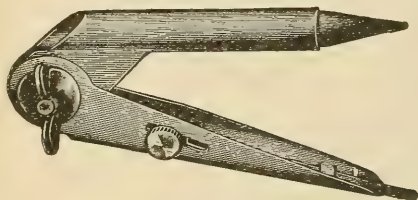
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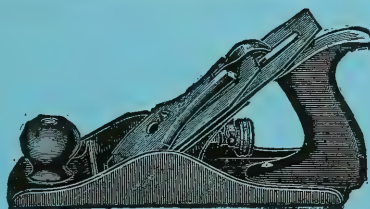
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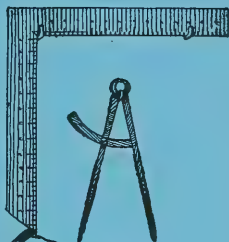
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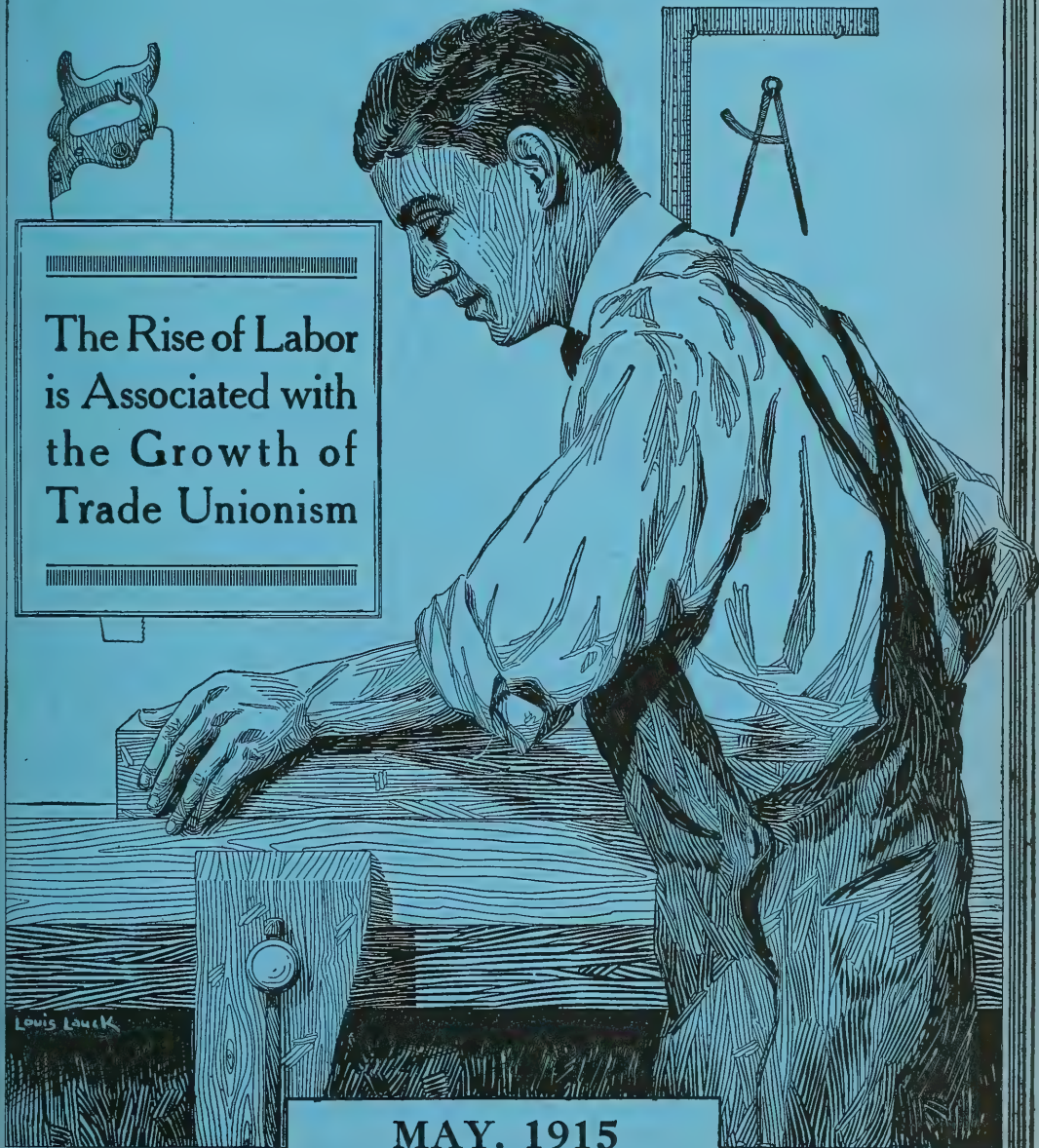
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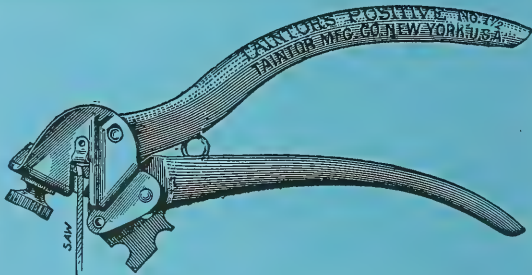
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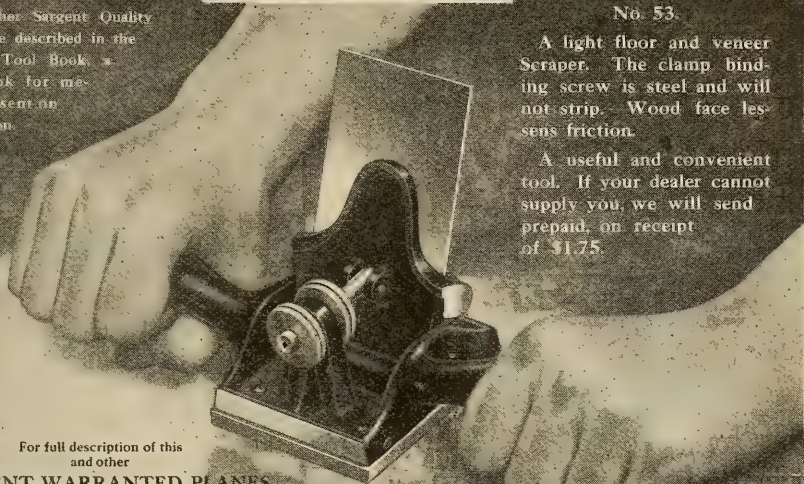
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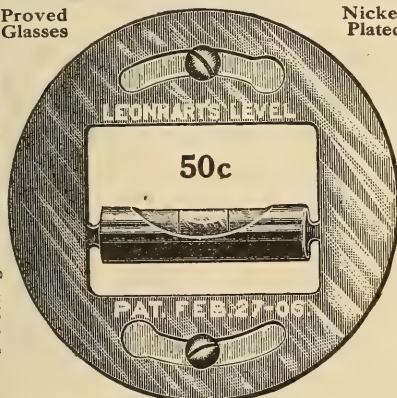
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THE CARPENTER

A Monthly Journal for Carpenters, Stair Builders, Machine Wood Workers,
Planing Mill Men, and Kindred Industries

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What Are You Doing Today?

JAMES E. HILKEY



Some day you will pilot a conquering throng
Whose banners shall glint in the sun;
Exalting the right and abasing the wrong,
Until the last battle is won;
With the blare of bugle and roll of the drum,
In unbroken phalanx your army shall come,
And the powers of darkness shall be stricken dumb;
But what are you doing today?



Some day you will start on a mighty crusade,
With love for mankind in your soul;
You will lend to the weary your personal aid
Till burdens from sad lives shall roll;
You will dry all the eyelids that tear drops defile,
On ev'ry wan cheek you will plant a bright smile,
You will prove by your kindness that life is worth
while—
But what are you doing today?

The things of the earth that seem precious today
Grow dim with corrosion and rust;
The flowers, that blush and beckon and sway,
Tomorrow shall lie in the dust;
The summer is camping 'neath banners of blue,
The harvest is mighty, the reapers are few,
There's work to be done that you only can do—
Do something—do something today!

At gloaming of evening when life's shadows fall,
And your eyes seek in vain for the sun,
The works of omission are saddest of all—
The things that we ought to have done!
Then shake off your lethargy! Rouse you from
sleep!
The billows are calling—the sea breezes sweep!
A full tide is flowing—Launch out in the deep!—
Do something—do something today!

The Carpenter

LOOKING AHEAD

(By Richard Hazelton.)



THE most important work in the program of modern trade unionism is that of strengthening the organization. The securing of reforms, the enactment of desired laws, even questions of finance are secondary in importance as long as non-unionists walk the land in any appreciable number, for organization truly is the very spirit of the labor movement. Without it progress, worthy of the name, can not be made; the most we can expect, under such circumstances, is to simply stand on the defensive, holding on tenaciously to what has been won. Organizations, like human beings, are ever advancing toward maturity or they are trending backward toward decline—nothing can be really static.

No trade union, whether in an industrial center or a backwoods village, should allow organizing activity to slacken until it has secured fully a 100 per cent organization; nor should it rest content with less. It is customary, of course, to hear the remark made that "more can be done with a handful of active, earnest trade unionists than with an unlimited number of lukewarm ones," and it often works out fairly well in achieving immediate results, but who can say that results gained in such a manner have any strong guarantee of permanency? Is it not also largely a fact that it is in maintaining and preserving such dearly won victories that the question of strengthening the facilities for organizing work is often forgotten or overlooked?

It is this failure to realize the full value of organization which has led many trade unionists of our time to place undue reliance upon legislation as a means of redressing the wrongs inflicted upon the workers. Losing faith in the cardinal

principles of unionism, which is, that the workers through force of numbers and organization have it in themselves to effect their own salvation, they would trust the interests of the wage earners to the precarious mercies of legal enactment.

It rarely strikes those who see greater advantages for the workers in legal enactment rather than in solid trade union activity and organization that they are treading upon dangerous ground. The apparent ease with which some remedial legislation is forced upon the statute books appeals to them strongly and they feel that by following the route of political action they are on the most direct road to complete social justice. We wish that it were so, but experience seems to tell another story. It has been found that where the wage earners have handed over the direction and enforcement of industrial regulation to the state they have merely set a limit to their own progress and established a dangerous precedent by delegating to the authority of the state that control of industrial welfare which should rest only in the trade union.

Those who, therefore, lose sight of the basic value of organization lose faith in the immense possibilities of the labor movement and forget that in order to work out its own destiny it must be free and unhampered. Losing sight of labor's goal, they strive for lesser things. Definite progress toward a specific end is sacrificed in the interests of expediency. Looking to legislation as the speediest means of securing and establishing hours of work or minimum wage standards usually results in lowering the initiative of the workers and weakens their fighting strength by permitting them to trust to vicarious state aid for social betterment rather than to their own efforts.

In fact, so far as remedial legislation is concerned, fair wage boards and so forth require the backing of strong unions to be of permanent benefit to

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labor. Canada has had numerous experiments along labor legislative lines, most of which in the long run have proved of doubtful value to the wage earners. A short time ago the Toronto Industrial Banner gave as its opinion that a 100 per cent craft organization in any industrial center is more potent to force concessions of reasonable hours and a living wage and to see that they are lived up to, even during periods of business depression, than the best fair wage clause that was ever enacted by a municipal council.

"While it may be true," said this Toronto labor paper, "that when properly enforced, a fair wage clause may force even unfair contractors to pay the prevailing rate of wages, the said prevailing rate is first fixed and enforced by trade union organizations. Where the labor unions are weak the prevailing rate is bound to be correspondingly low, and even an efficiently enforced fair wage clause cannot secure to the wage earner a higher scale of remuneration than the weak organization existing is able to enforce. * * * No fair wage clause ever seeks to do more than enforce the prevailing rate that organization has already won. Every craft that is in the enjoyment of the eight-hour day has secured the boon, not through the good will of the employers or the party politicians, but because of the trade unions that have compelled its recognition."

Organization, then, is the keystone of the arch with which the labor movement hopes to bridge the chasm of social injustice. Next, but to a great extent secondary, comes the question of financial resources. With both kept well in view great progress can be made, letting political or legislative action take care of itself. In this respect we may wisely hearken to the philosophic words of President Gompers, of the A. F. of L.:

"Let the workers," says 'labor's grand old man,' "keep in their own hands and under their immediate control regulation of matters that vitally affect industrial welfare. Organizations of workers aware of their own interests and alert

to further that which promotes their own welfare are more capable of steadily securing wider opportunities and better things than any outside agents to whom this responsibility can be delegated. The way to industrial betterment and progress and freedom lies in our well tried policy—educate, agitate, organize."

There is a ring of true wisdom about these words. All who are truly conscious of the possibilities of the American labor movement which is, as yet, practically speaking, in its infancy, are also acutely alive to the fact that every wage earning man and woman must be brought into the ranks before trade unionism can measure up to its fullest possibilities. That desirable result can only be achieved by giving unremitting attention to the question of organization, by placing adequate emphasis upon it, and by seeing that each and every union man and woman are doing their part in spreading the light of unionism.

Bryan Praises Gompers

President Samuel Gompers, of the A. F. of L., recently received a well-merited tribute in the editorial columns of *The Commoner*, the well-known organ of Secretary of State W. J. Bryan. It said:

"The election of Samuel Gompers for the thirtieth time to the position of president of the American Federation of Labor is a high compliment to a deserving man. The thirty years covered by his official career embrace a long and eventful period in this rapidly moving age, and to meet the exacting requirements of that important position has been no easy matter. Faithful to his associates at all times, Mr. Gompers has striven to secure the reforms needed by the wage earners without unnecessarily antagonizing other elements of society. He has faithfully stood for labor's rights and yet been courageous enough to include all producers in his sympathies. Congratulations and good wishes to him."

We believe that very few trade unionists will be found to disagree with the foregoing estimate of "labor's grand old man."

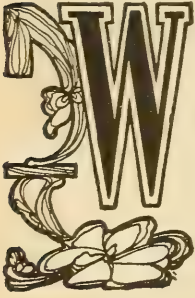
The Carpenter

INSPIRATION VERSUS PERSPIRATION

(By H. B. Moyer.)

Alas! We make
A ladder of our thoughts where angels
step,
But sleep ourselves at the foot.

—Landon.



WHILE it is perhaps a fact that the young man of today is wise beyond his age, it does not necessarily follow that he cannot learn much that is worth learning from older men. An old instructor of mine, Cruikshanks, could give any of the bright young

men of today cards and spades and then beat them easily in any kind of an argument they elected. "Cruik," as we affectionately called him, always contended that the fellow who advanced most rapidly in any given calling was he who placed emphasis on perspiration in preference to inspiration.

Instead of getting up and doing something, however small it may be, toward furthering the end we have in view, too many of us are prone to lie back and wait for an inspiration. In the spring-time of life we intend accomplishing wonders; in the autumn of life we look back and find that we have accomplished practically nothing. Why? Too much emphasis on the word inspiration.

I am acquainted with a very successful writer of fiction, a man whose stories appear in many of the big magazines and whose income easily runs into five figures. This writer told me that he never waited for the elusive inspiration to put in an appearance. "I devote a certain number of hours a day to my work," he said, "and whether I have a suitable idea for a story or not I sit down to my old machine and hammer away at something. And pretty soon, out of the jumble of words I am setting up, out pops old Inspiration as big as life. He no doubt realizes that I am out after his scalp and

that it is only a matter of time until I get him anyway, so he surrenders to save his dignity."

There are, in the ranks of the carpenters, probably hundreds of young men who aspire to something better than merely doing routine work eight hours a day for the rest of their lives. Some of these aspiring youngsters will become foremen, others will become contractors or be successful in other lines; but many of them will always be of the rank and file. And the pity of it is that among those who get no higher there are certain to be some that are better fitted by nature to occupy lofty positions than those who do get up!

It is of no avail to tell ourselves that we will some day improve our position unless we do something by way of actually attempting to improve ourselves, and to prepare for opportunity when it does come along.

Aspiration and perspiration make a grand team when hitched together, and the fellow who drives a turnout like that is bound to get much further along the road than he would hoofing it along in the rut in the old ding-dong fashion.

Luck does figure sometimes, but it is a mighty unreliable vehicle when it comes to traveling any real distance. At the same time I can cite one instance at least where it figured strongly.

A certain young man—Mr. Duffy will probably recognize him—had been following the building trades in and about Pittsburgh for some seven years, during which time he occasionally wrote and made cartoons for various labor journals. It was Jones'—we'll call him Jones—ambition to some day see his name in print in one of the large daily newspapers, but up to that time he had made no actual step toward the goal he sought. "A ladder of his thoughts where angels step, but slept himself at the foot." And then, presto! Old John Luck stepped into the breach. One of Jones' articles was reproduced from the pages of The Carpen-

The Carpenter

ter in the Pittsburgh Dispatch! Jones was elated, of course, but dreamed on. And then, one fine fall morning, Jones was late for work and the foreman gave him a "call." Old John Luck to the front again! Jones quit his job, found he could get no other in the building line at the time, so was forced into applying for a newspaper job—and got it. Three years of reporting, with cartoon practice at nights, and Jones applied for and landed a good job as cartoonist on a daily paper with a circulation of nearly 100,000. Some day he's going to New York, if he doesn't fall asleep part way up the ladder.

Frank Yahr worked for a Pittsburgh concern for years and dreamed meanwhile of the day when he would become a foreman. Finally one day the head of the concern sent for him and told him that there was room for him higher up if he could successfully undergo a comparatively easy examination. And Yahr failed because he couldn't read blue prints well enough. Right there and then he settled down to business, subscribed for a course in a good correspondence school and learned the whys and wherefores of blue print reading and making. The last I heard of Yahr he was superintendent of construction for his firm.

Among the rank and file of the carpenters today are doubtless the big leaders of the organization tomorrow. But great labor leaders do not spring up in a day. Lying at the foot of the ladder and waiting for inspiration or luck to turn the trick will result only in being stared in the face by the foot of the ladder when one awakens. The labor leaders of today are men who have worked, who have studied the labor situation thoroughly. They are men who have prepared themselves for opportunity, and they must indeed be well prepared, for they have a great work to do. And they have been and are real, ardent workers, else they would never have arisen from the thousands which go to make up the ranks.

Far be it from me to argue that there

is no such thing as superiority in the matter of ability. What I do contend, though, is that the finest unpolished diamond in the world will look like a counterfeit piece of mud alongside of a highly polished stone of inferior quality. You remember the biblical story of the man who buried his talents? Well, go thou, but do not do likewise!

We seldom if ever realize our utmost hopes, but we are bound to get somewhere if we try, and nowhere if we don't. Anyway, there's good sport in just the trying.

Our hopes, like tow'ring falcons, aim
At objects in an aerie height;
The little pleasure of the game
Is from afar to view the flight.

—Prior.

The Open Road

Give to me the life I love,
Let the lave go by me;
Give the jolly heaven above
And the byway nigh me;
Bed in the bush with stars to see,
Bread I dip in the river—
There's the life for a man like me,
There's the life forever.

Let the blow fall soon or late,
Let what will be o'er me;
Give the face of earth around
And the road before me.
Wealth I seek not, hope nor love,
Nor a friend to know me;
All I seek the heaven above
And the road below me.

Or let autumn fall on me
Where afield I linger;
Silencing the bird on tree,
Biting the blue finger;
White as meal the frosty field—
Warm the fireside haven—
Not to autumn will I yield;
Not to winter, even!

Let the blow fall soon or late,
Let what will be o'er me;
Give the face of earth around
And the road before me;
Wealth I ask not, hope nor love,
Nor a friend to know me;
All I ask the heaven above
And the road below me.

—Robert Louis Stevenson.

The Carpenter

THEORY AND THEORISTS

(By E. H. Neal.)



MAN who never shouldered a beam or laid it from foundation wall to foundation wall, a man who never wielded a pick or used a shovel, a man who never scooped coal into a white hot retort and had the flames shoot spitefully back at him, drying the perspiration ere it found vent through half-baked pores, a man who never wielded an ax, nor adz, nor maul, a man who never laid a brick or riveted a beam to a girder, a man who never mixed a pail of mortar or calloused his hands pushing a wheelbarrow—find such a man and you will see him rub his soft palms together and discourse learnedly upon the needs, and rights, and wrongs, and liberties, and restrictions that should be granted, withheld or imposed upon labor.

Such learned discourses, sent far and wide through the medium that caters to him and his kind, reach a public as soft-palmed as he, and the universal verdict regarding their authorship is: "What a brilliant man!" And they immediately enter their subscription to a five-foot shelf of the world's classics for the maid to dust daily and for visitors to exclaim over: "My goodness, how literary you must be, your library is so Harvardesque!"

I look for a learned treatise upon educational institutions by some eminent hod-carrier in the very near future, and no doubt it will eventually take its place among the world's best books. Why not? Have I not the inalienable right to discourse learnedly upon subjects I know nothing about? Is it not my constitutional right to do as others do? I have in course of preparation an article that will appear under the caption, "The Exuberant Verbosity of Ante-diluvian Theorists." Not that I know what it

means, but look at the possibilities—its scope is as wide as a New Jersey corporation charter, and the opportunity to discuss matters I know nothing of is unlimited.

In the hearings held by the Commission on Industrial Relations a few theorists advanced their views while under examination. Those whose hobbies were recipients of Rockefeller benefactions, those who were under salary to the Rockefeller Foundation pronounced the Rockefeller philanthropy good, and those who were not pronounced it bad. Notice it? That's materialism. It's only when the question of humanity and labor cropped up that the theorists had their innings, but not until all had joined in the soulful chorus: "Praise John, from whom 'oil' blessings flow."

Theory and practice work hand in hand, just like capital and labor (?) What? Theoretically the floors of all new buildings are level and the walls plumb, and it is only when the carpenter or marble worker, or one of our ilk, get in there with our foolish little levels and plumb-bobs that Theory gets the jolt of its innocent young life.

My friend Casey remarked the other day that "some people were so full of theory that there wasn't any room for sense," but then Casey is ignorant, never went to college. But, nevertheless, I asked him when this great dispute between capital and labor would be settled, and he replied: "Just as soon as Father Doran and the devil shtop fighting." What a man Casey would have been had his environment been such as to have given him educational opportunities. Casey was sent to the home of Mrs. Pickle and the boss told him this: "The vestibule doors sag and bind on the saddle. I want you to take the screws out of the top hinge where it sets in the jamb, countersink the holes and put in 2½-inch screws so that they catch the studding. This will draw the door up and it will swing clear."

The Carpenter

This was the boss's theory. Casey reported that he had done as requested, but that the scheme didn't work. "Whin I found that didn't work," he said, "I took off the trim and found the studding had rotted away and even the jamb had become contaminated, but not so bad as to prevent my saving it." "Was it very bad?" asked the boss. "Oh," said Casey, "just about as bad as a boss that's stuck too long to anti-boycott societies and such, but it's worth saving." I went away wondering why my mind kept centering upon Boston.

Big John had his theory as to the proper method of caring for circular rip-saws: "You want to give it just enough

set to clear the thickness of the saw, then file straight across so that each tooth strikes even and cuts like a chisel, and believe me, you've got some saw." John picked up a piece of birch and started for the saw table. I turned to my work, then suddenly I heard: "Ugh!" "Bump!" I turned quickly and saw Big John sitting on the floor, both hands upon his commissary department, a look of blank astonishment in his eyes, a birch board ripped half its length lying inanimate across his knees, while the rip-saw was softly singing its satisfaction.

Moral: A theory is a theory, but a circular saw needs watching.

A TALK ON TIMELY TOPICS

(By Margaret Scott Hall.)



REALIZING the fact that industrial fluctuation comes to the best-regulated organizations, the U. B. of C. and J. builds ably for its craft when it strengthens the latter's resources and increases its membership during times of prosperity. When

work is dull further development is slow, and therefore the cause advances haltingly toward its cherished ideals.

Through the periods of financial depression that occasionally envelop the country the brotherhood has become so sufficiently familiar with adversity that it is not likely to be easily frightened at a prospect of bad times. Like a soldier of fortune, organized labor girds on its whole armor of defense, and with a heart for any fate goes forth to meet every foe and do or die in the cause of humanity.

Heroism has characterized the development of the labor movement from its earliest stages, and today it goes quietly on toward the fruition of its hopes, assured of its own high purpose and firm,

though modest, it is unassuming in its attitude toward opposing opinions, thus proving to the world beyond a possibility of doubt that the power of good is greater than the power of evil, and that right and justice must at last prevail over the mighty monopoly of wrong.

Organization's progress has been often hindered but never effectually halted. Its advancement, while necessarily slow, has been steady as the march of the planets. Seasons may change, but the sun, moon and stars keep ever upon their course, and the rain falls alike upon the just and the unjust.

The purposes and aims of labor's brotherhood are now more clearly outlined and consequently better understood than formerly. Its power and good intent are recognized and respected the world over, and it is gratifying to members of labor unions and their friends to know that union ideals are at last beginning to materialize. Hopes are realized, and the outlook is fair for continued improvement of conditions through industrial legislation and education.

Organized labor has indeed laid a solid foundation whereon to rear a fortress of refuge for the working people. What its enemies fondly yet vainly hoped might

The Carpenter

prove a castle of dreams, a shining bubble of delusions, a fool's paradise, looms large and substantial of outline in the materialistic present. Organized labor is succeeding in spite of drawbacks. And its path is gradually growing smoother.

Each year as public opinion and public interest, properly directed and informed by facts, have been led to understand labor's true motive, a warm, co-operative sympathy has been called into being. As a result commercial interests have begun to manifest signs of an awakened conscience in the cause of humanity. Organized labor believes that the ends of justice will be served when the needs of the people are recognized, and when that result is accomplished, its own existence will have been amply justified.

"In time of peace prepare for war," says an old adage, and on this theory labor in times of prosperity has, by fortifying the strongholds of organization, prepared for lean years of industrial depression and business stringency. When the country, through political conflicts, methods of graft or the shameless despotism of Mammon, faces a poverty-stricken prospect, labor united meets the situation calmly and courageously.

Unemployment is a great source of misery today affecting thousands of wage earners and their families. Everywhere men and women of moderate earning capacity are "laid off" without explanation. Office men are perhaps given two weeks' notice, but the mechanics are discharged without ceremony. Accustomed to such discrimination, the bookkeeper and the man at the bench go their respective ways—looking for a position and hunting a job, and unemployed they remain indefinitely, unless favored by fortune. Upon all of them we should look with leniency and hold out a helping hand:

"Jolly the fellow who's down today,
Give him a smile for his sorrow;
The world sometimes has a funny way,
And we may be down tomorrow."

After all, enforced idleness and its con-

sequent poverty are vastly removed from professional indigence and beggary—though there are many among the thousands of unemployed people now in the country who hold the hospitality of the breadline preferable any day to a job. In all walks of life human nature is not averse to taking its ease. The colored philosopher spoke the truth when he declared to his brethren that, "Why some ob us doesn't git along is dat we sit down dreaming ob automobiles when we ought to be pushin' our wheelbarrow."

There are indeed many unequipped for the battle of life—many deficient, delinquent ones to be provided for by the burden-bearers of the world. In this cause of humanity organized labor is coming to the rescue with industrial education and industrial legislation. In this new revolution of education men are seeking practical answers to the question of industrial efficiency and development.

Even unsettled as the times are in every field of endeavor, the so-called common man is coming into his own. The working people are in the "forward movement." The "hour of hope" is at hand for them.

Efficiency Expert

The devil opened the furnace door

And heaved in a shovel of coal,
When out there popped on the scorching floor
A truculent, half-naked soul.

"Look here, good devil," it said, "I pray
You will pardon my seeming haste,
I am—you must listen to what I say—
Appalled at your awful waste!"

"Two-thirds of your heat goes up the flue,

Your coal is but half consumed;
If a modern plant should compete with you
This business were surely doomed.
Your times and motions I've studied well
As you hustle the sinners in,
And I find you have here but a third-rate hell,
For the way it is run is a sin!"

The devil grabbed up that critic then

With an angry shake and a flirt,
And said: "Go back to the world of men,
You efficiency expert!

If you stay down here you will get my job!"

(Here he uttered a dismal groan),

"But if you go" (here he gave a sob),

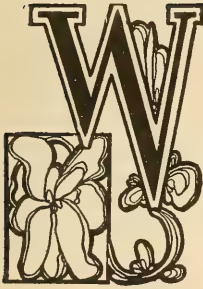
"You will fix up a hell of your own!"

—Chicago News.

The Carpenter

WHERE WE STAND TO-DAY

(By W. J. Shields.)



We are continually making progress in directions highly desirable. There is less clash of hostility, of antagonism, and far more of accomplishment, shorter hours of labor, better wages and more liberal adjustments of relation between employers and employed resulting in greater and more efficient production. Public sentiment has approved. The representatives of organized labor find today an assured and respected place in the directing of public affairs.

Take the matter of arbitration of industrial disputes in the place of the violent methods of strikes and lockouts. The record shows a continuous improvement. The tendency of the labor movement is strongly toward the promotion of good citizenship; it helps forward the spread of that feeling of responsibility for the common weal, which makes every individual a sovereign in our republic. We do not say that in every detail of the working out of these principles no mistakes have been made; that could not be expected, but the progress has been steady.

The gradual advance of conditions has not only improved the opportunity of men, but it has improved man himself; getting in touch with the problems has broadened his understanding and his sense of justice. We are realizing the prophecy of Brother McGuire that the day would come when men would be organized and through that organization replace that drudgery that makes life dull with a higher degree of intelligent activity. Much of his philosophy is contained in these salient points: that as the average laboring man expends his entire earnings immediately, every dollar added to his wages adds to every market he patronizes, and, therefore, that every

reduction of wages immediately cripples all markets. That a reduction of hours of day's work increases the opportunity and intelligence of the laborer, as well as increasing the demand for labor in price for a day's work, thereby adding to the consuming capacity and furnishing relief to overcrowded markets.

The trade union movement has been tried and not found wanting in its advancement of the interests of the workers. It must be preserved at all hazards, or at least until something better can be found to replace it. Political activity, when associated with the labor movement, has always worked more or less disadvantageously. The workingman's organization is of comparatively recent growth, while the political parties antedate by scores of years this movement. There are large numbers of working men in whom political loyalty seems inborn, and it will require years of effort before the masses of the workers can be got to associate their political views with the trade union movement. Much beneficial legislation is continually being passed. At no time in the history of the country has the workingman wielded the political power that he does at the present time. In fact, it would seem that with very little organization he might with no great difficulty secure all sorts of needed legislation.

Personally I believe the trend of industrial events will render necessary the formation of a new party, embracing the mass of workingmen, the small business man and all others who have been affected by the present capitalistic combinations. I am convinced that Brother McGuire's views on the political situation as it affects the labor movement were of the kind outlined. He was a firm believer in operating within the lines of possible achievement rather than exercising the forcible movement of chance, because he understood that no one could predict what the outcome of a strike may be. At best it is accompanied by keen

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suffering, loss, deprivation and the monetary gain often fails to balance the loss. When beaten, frequently the organization goes down in the wreck, and the last condition of the men, after all their sacrifice and struggle, is sometimes worse than it was before. McGuire, because of this, always insisted that every resource be exhausted in trying to adjust grievances. In this way he impressed the lesson that the labor movement, to be successful, must insist for permanent industrial peace by striving for justice before resorting to strike.

He understood that the trade union was a great democratic training school of the workers, where not only parliamentary procedure is taught, but the method of trade union necessity in its deep, simple sense. Trade unions have done much for humanity, for the betterment of the race. Their faults are human. Some day will come the brotherhood of man. Some day men will work together in harmony and accord. But until that day the trade union must stand as the only safeguard of the workingman,

the only instrument through which his rights can be protected.

In the passing away of Brother McGuire our movement suffered a tremendous loss, but we are reconciled by the fact of knowing that his work bears abundant fruit. The life of a labor leader is not always a bed of roses. He has no place in the niche of fame reserved for almost all other branches of human life. The church canonizes its saints; a grateful country rewards its politicians; the laurel wreath crowns the head of the soldier, and all departments of business life have their full measure of reward. But for the honest and steadfast leader of the labor host, history gives him but scant praise and time forever hides his identity, but thank God his work lives and bears abundant fruit in the shorter working day, in happier homes, in reduced child labor, the ultimate extinction of the sweat shop and in some measure the realization of what the Apostle Paul said: 'That unto the laborer should be given the first fruit of the harvest.'

THE WIT AND WISDOM OF "MR. DOOLEY"

(By Peter Finley Dunne.)

—On Capital and Labor—

IT was different whin I was a young man, Hin nissy. Capital was like a father to labor, givin' it its boord an' login's: In thim golden days a wurrikin man was an honest artysan. That's what he was proud to be called. Th' week before illicitation he had his pitcher in th' funny papers. He had his ar'rm ar'round capital—a rosy, binivolent ol' guy with a plug hat an' eyeglasses. They was goin' to th' polls together to vote for simple ol' capital.

"In return f'r fidelity he got a turkey

ivry year. At Christmas time, capital gathered his happy fam'ly around him, an' in th' prisince iv th' ladies iv th' neighborhood, give thim a short oration. 'Me brave lads,' says he, 'we've had a good year. (Cheers.) I have made a millyun dollars. (Sensation.) Ye have done so well that we don't need so many. (Long an' continyous cheerin'.) Those who can do two min's wurruk will remain, an if possible, do four. The other faithful sarvints,' he says, 'can come back in the spring,' he says, 'if alive,' he says. An' the bold artysans tossed their paper caps in th' air an' give three cheers f'r capital. They wurruked till ol' age crept on thim, an' thin retired to live on

(Continued on Page 53.)

Editorial



THE CARPENTER

Official Journal of

**The United Brotherhood
of
Carpenters and Joiners of America**

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INDIANAPOLIS, MAY, 1915

Clearance Cards

An important ruling was made at the April meeting of the G. E. B., when the board held that no local union has a right to pass a resolution or to send out official notices to the effect that they will not accept clearance cards. Such a practice, it was held, clearly violates section 46 of the Constitution and Laws in effect March 1, 1915, which says that every member has a constitutional right to present his clearance card to a local union and that he is entitled to a vote on same. If clearance card and due book are found correct he shall be admitted upon receiving a majority vote, except in case of strike or lockout.

The General Office has had a number of inquiries from time to time on this subject and has known that several

locals have taken this arbitrary means of keeping out traveling brothers. It is to be hoped, therefore, that L. U. and D. C. officials will heed this ruling of the G. E. B. and obey the law on the question in future. They should also familiarize themselves with section 46 of the newly revised General Constitution. In the past the section dealing with clearance cards has been a source of much misapprehension, but there is little or no reason why this should be so in the future, as the amended laws on the subject are clear and specific in practically every instance.

It should also be the aim of both officials and members to reduce the abuses and irregularities in connection with clearance cards. This can only be done by adhering to the laws laid down in the General Constitution and by fearlessly and impartially imposing the proper penalties when these laws are violated. The clearance card system is the means whereby we preserve unimpaired the lines of industrial intercourse between our members, and any breakdown in it correspondingly weakens the spirit of fraternity which should exist in our organization.

The action of a local union in serving notice that it will not accept clearance cards is just as reprehensible as is the action of a traveling brother in failing to deposit his clearance card when entering a new locality; indeed, the action of the local union almost places a premium upon the latter practice and forms an inducement to a man to keep his card in his inside pocket. Either practice, it may be said, works an injustice and the temporary benefit gained (if any) is of doubtful value.

The practice of retaining cards still continues to be a prime source of complaint despite the fact that section 46 of the General Constitution clearly states:

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"It is compulsory for the member to report and deposit his clearance card at the office of the District Council or Local Union, where no D. C. exists before securing work, pending a meeting of the Local Union and comply with all local laws. And in no case shall the Financial Secretary accept dues other than to secure clearance cards from a member working in the jurisdiction of any other Local Union or District Council, without the consent of such Local Union or District Council."

The conduct of so-called "union men" in coming into a territory where organization is weak or into the jurisdiction of a Local paying smaller benefits than the one to which they formerly belonged, retaining their cards, and even, on request, refusing to deposit them, almost deserves the name of "scabbing." Sometimes their conduct fully deserves the name when, as it is charged, they work for longer hours and at a lower rate of wages than their brothers in the vicinity. We can hardly believe that men with any conception of the principles of trade unionism would stoop to such a practice and afterward have the hardihood to go back to their own locals and work alongside real union men.

Only concerted and vigilant action on the part of officials and members and a strict adherence to the laws laid down in the General Constitution will stamp out the practice of the retention of clearance cards and similar abuses. Section 46, as we have said, leaves little to be desired on the score of clearness and precision of language. It should also be brought to the attention of the membership that the revised section provides that all clearance cards shall expire one month, or thirty full days from date of issue, thus removing one former source of confusion with regard to the deposition of cards.

* * *

Walsh vs. Rockefeller

The publication during the last month of correspondence between John D. Rockefeller, Jr., and officials of the Colo-

rado Fuel and Iron Company puts a rather strange complexion on the testimony given earlier in the year by young Mr. Rockefeller before the Industrial Commission when he stated he had but a somewhat vague, generalized knowledge of labor conditions in Colorado and disavowed all responsibility for the strike situation there on the ground that he left all such matters in the hands of trusted associates and officials to deal with as they saw fit.

In fact, so childlike and bland did Mr. Rockefeller seem in relation to his vast interests in Colorado that he hardly knew what returns his investments there had brought him. He also laid emphasis on the fact that it had been some ten years since he had seen his property and that since then his knowledge of conditions in the coal fields had been gleaned largely from reports of executive officers of the company. So glaring was his admission of the extraordinary manner in which he had delegated his great power to others that it caused a great deal of comment on the evils of "absentee directorship;" one astute newspaper man characterizing young Mr. Rockefeller as "a weak despot governed by a private bureaucracy which he was unable to lead."

Now, it transpires that he was not at all as ignorant of conditions as impressions gained from his testimony before the commission would seem to indicate; and these letters, according to Mr. Walsh, reveal that not only were the Rockefellers constantly in touch with every phase of the Colorado strike situation but that they knew that trouble was coming and were prepared for it; and, furthermore, that every step taken by their agents in Colorado in the great strike had the full knowledge and assent of 26 Broadway, New York.

The letters submitted by Mr. Walsh were written by John D. Rockefeller, Jr., J. F. Welborn, president of the Colorado Fuel and Iron Company; L. M. Bowers, chairman of its executive committee; Starr J. Murphy, personal representative of John D. Rockefeller, Sr., and Ivy Lee,

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the Rockefeller publicity agent, and indicate that young Rockefeller, far from being a negligible factor in the affairs of the Colorado coal interests, was the strong directing hand behind the strike policy of the Colorado Fuel and Iron Company; that he was aware that that company fixed prices and regulated labor conditions, and that he was continually informed in advance of all moves made in the strike zone.

One of the most serious charges made by Chairman Walsh is that the Rockefeller interests wilfully misled an emissary from the Department of Labor who came to New York to see Mr. Rockefeller and try and avert the strike. Starr J. Murphy, acting under instructions, told the government agent they could not interfere, as they knew nothing of the situation in Colorado and that the entire matter was in the hands of mine executives on the scene. The same day Mr. Murphy wrote a full account of the matter to Mr. Bowers at Denver and the latter wrote back highly praising Murphy for his discretion in not giving the government agent any information. It is revealed also that John D. Rockefeller, Jr., even went so far as to draft a letter which, under the signature of the Governor of Colorado, was to be sent to the President of the United States.

The publication of the letters has drawn from Mr. Rockefeller a heated statement in which he maintains that Chairman Walsh drew certain inferences from the correspondence and announced conclusions which were wholly false, to which Mr. Walsh has rejoined that "the published letters which have aroused Mr. Rockefeller's ire are all admitted by him to have been written and correctly quoted, so Mr. Rockefeller's denial is in no sense a denial of anything published by me."

Mr. Walsh regards the revelations contained in the correspondence of so startling a nature as to warrant him recalling Mr. Rockefeller to the witness stand at the public hearings of the commission which have been resumed at Washington. Mr. Rockefeller will thus have a full opportunity to explain matters. We

hardly think, however, that he will be able to weaken the strong case which Mr. Walsh has made, not on hearsay evidence, but on the basis of properly authenticated letters written by the officials of the Colorado Fuel and Iron Company, and by Mr. Rockefeller himself.

* * *

The Hatters' Fine

Owing to the unusual circumstances surrounding the Danbury Hatters' case it seems as though it would be best for all concerned if the move to induce Congress to appropriate the \$290,000 fine from the federal treasury was complied with. If there is a better or more direct way out of this judicial dilemma, we are unaware of it, for we feel that it would be an act of gross injustice to ask the Hatters' Union to pay this fine at a time when Congress by the enactment of the Clayton bill had removed the possibility of the anti-trust law applying to trade unions.

Trade unionists are, of course, aware that the Sherman law, under which the fine was made possible, was not originally intended to apply to trade unions, at least, the framers of the bill disavowed any such intention. Later on, however, the Supreme Court placed an interpretation on the law, holding that it properly applied to trade unions, and because of this the Clayton bill was enacted.

The situation with regard to the Danbury Hatters may therefore be summed up as follows: Labor was guaranteed by those who framed the Sherman law that it could not be made to apply to trade unionists; later on the Supreme Court held that regardless of this guarantee the law did apply, and because of this, Congress passed a measure which in specific terms holds that the construction placed upon the law by the Supreme Court will not be allowed to stand, and that the original guarantee will be carried out. Before this final Congressional guarantee had been secured the Supreme Court, applying its construction of the law, decreed that the members of the Hatters' Union would be forced to pay

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a fine of \$290,000, and as a court decision cannot be set aside by later legislation the Hatters stand to pay this large fine. In other words, the unjust principle on which the case was based has been demolished but the penalty imposed by the Supreme Court stands—plainly a most illogical state of affairs.

Enemies of trade unionism are desirous to see this fine enforced and it would particularly please them to see the American Federation of Labor mulcted for the full amount. The stand taken by the A. F. of L. on the question was set forth fully at the January executive council meeting held at Washington, D. C., when the following conclusion was reached:

"The executive council, while feeling that a great injustice has been done the hatters, finds that, despite that feeling, the American Federation of Labor has neither the means nor the authority to pay the award or the damages, in whole or in part. The suit was brought by the Loewe Company against the hatters; later, when the United Hatters of North America were financially unable to bear the expense of defending the case in the courts up to and including the appeals to the highest courts of our land, the American Federation of Labor pledged itself to financially aid in the legal procedure. This pledge, contained in the resolution adopted by the Denver convention of the A. F. of L., has been fully performed.

"The American Federation of Labor, by its activities growing out of the necessity as developed in the hatters' case, has secured the enactment of the labor provisions of the Clayton amendment to the anti-trust law, October 15, 1914. This law precludes the possibility of any similar suit being brought in the federal courts for the exercise of normal activities as performed by the hatters, when such activities have been performed since the enactment of the law, and thus the federation has performed its full duties to the hatters and to all labor in the premises."

So far the fine hangs over the heads

of the hatters, and notice has been served on the individual defendants by D. F. Loewe & Co. that unless arrangements are made at the hatters' convention in May for "a reasonably prompt" adjustment they will be forced to foreclose. It is the prevailing opinion that the Anti-Boycott Association is back of this action and, regardless of the stand the Loewe Company might choose to take, the Anti-Boycott Association would insist on the money being paid.

* * *

A 72-Hour Week for Women

When the Legislature of the Empire state of New York passes a vicious and reactionary measure such as the Rawley-Thompson bill, increasing the hours of labor for women and minors employed in canning factories from sixty-six to seventy-two hours a week, we may well ask ourselves what the world is coming to! Such a barbaric piece of legislation is almost enough to make one lose faith in humanity, or, at least, force us to recoil in astonishment at the callousness displayed by the lawmakers who perpetrated it.

The passing of this bill seems to be the crowning reactionary act of a legislature which showed itself avowedly hostile to the interests of the wage earners and which did all it could to destroy by repeal or amendment the beneficent social legislation enacted in the state in the last few years.

In the debate in the Senate on the bill Senator Brown, the majority floor leader, said that in his opinion twelve hours a day was not too long to work women and children, in consideration of the needs of the cannery business. It is permissible to ask would this state senator like to see his mother, sister or, perhaps, daughter, slaving twelve hours a day in the canneries or at any other kind of labor? Would he be as considerate of the needs and demands of the canneries in the latter case? Hardly likely!

Of course, the old soporific and pet gag of all the upholders of special privilege, our old friend, "freedom of

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contract," was dragged into the debate and the point raised with characteristic effrontery that women and children will not "be forced to work twelve hours a day" unless they so desire.

Touching upon this point, the New York Times remarked editorially:

"As a matter of fact, every senator who voted for that bill knows that the right to contract is a cynical joke when invoked in this sort of controversy. Every senator knows that a law stronger than any man-made law will drive these women and children to the factories to work to the last minute the law permits. Every one knows that if the "right to contract" had been an equal right even the eight-hour law would not have been necessary for the protection of our workmen against themselves and against economic pressure.

"It is like the story of Dangler in the robbers' cave. The bandits did not want to starve him. They gave him the right to contract. They merely required that he contract to pay \$100,000 for a steak and \$10,000 for a loaf of bread. But there was no compulsion. He didn't have to buy if he did not want to eat.

"It is so in the canneries. These women and children need not work the twelve hours if they object. Neither are they compelled to eat. But they must quit both if they quit the one."

The bill is universally condemned by the great mass of the people of the state of New York, who regard the measure as an affront against public decency. At the time of writing it is before Governor Whitman, who is being urged by trade unionists and all conscientious, far-seeing citizens, who have the welfare of the community at heart, to veto the measure. It is to be sincerely hoped he will do so.

* * *

The Right of Self-Protection

A disposition to give a reasonable interpretation to the acts and motives of workingmen when the latter take steps to bring about better industrial condi-

tions was manifested recently in the Bronx county court of New York, when Judge Gibbs declared that a strike could not be held to be a conspiracy and discharged five striking workmen who were arrested on complaint of a paving contractor whose workers had struck because of a violation of union rules. Failing to employ non-unionists, the contractor secured a grand jury indictment against the strikers.

In dismissing the case, the court said: "Labor has a right to organize and use every legal means to protect its own interests, raise wages, shorten hours and enforce working rules. Labor has the same right to protect itself against outside competition that business has. This was a legitimate strike, called by a legitimate union, and there was no criminal conspiracy."

Of course, we still have plenty of reactionary legal luminaries whose views always conflict with enlightened modern opinions on the labor question, but it is encouraging to point to others who are in accord with modern conceptions of human rights and take a commonsense view of the rights of employes as well as employers.

* * *

The Sinews of War

Referring to the fact that the trade union of today which has not adequate resources finds itself severely handicapped in the industrial struggle, a recent issue of the American Federationist says: "There is only one way to accumulate organization funds—payment of adequate union dues. Organizations have found it a wise policy to increase low dues as rapidly as possible because increased financial resources at their command give them increased prestige, increased ability to secure better wages and working conditions and increased ability to provide against threatened dangers. There is no investment a wage-earner can make that will bring him greater returns than his union dues. If dues to the union are increased proportionally as the union increases wages, the power of the union to promote and

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safeguard the interests of its members becomes increasingly effective.

The financial organization of a trade union must be based on sound business principles. Wildcat finances in trade unions will be no more reliable than wildcat banking investments. Money will not get into the union treasury by miracle or by the wishing process. The protection of a well-filled treasury is possible only for those who are willing to pay the price in dues, management and foresight. The very existence of a sound financial organization constitutes a defense of its members. Power does not always have to be aggressively used in order to be effective—reserve power is often the most potent. Consciousness that they possess power puts moral courage and confidence into the workers, and it puts fear into the hearts of those who would wrong them. When power exists there is hesitancy to deny the possessors their rights or fair demands. The existence of the power of self-defense prevents many industrial struggles while the weak and the helpless are wronged with impunity.

As union dues are increased it is possible to extend the system of union benefits. These benefits supplement the wages earned and enable unionists to live better and more comfortably.

Labor organizations are constantly preaching the gospel of higher wages. What wages are to the individual, dues are to the organization. The ideal of the American Federation of Labor is to have each organization strong, competent to manage its affairs and to solve its own difficulties. While there is whole-souled sympathy and willingness to help fellow workers in their time of need, yet the best results for all workers can be obtained when each organization is free to protect and promote the rights and interests of its own members and to organize the yet unorganized.

But high dues should not be accompanied by high initiation fee. Indeed the initiation fee should be small, thereby inviting and making it possible for the yet unorganized to join the union and to make common cause with their fellow

workers to secure the common welfare of all. High dues regularly paid will inevitably lead to greater self-reliance, mutual interdependence, unity, solidarity, fraternity and federation.

* * *

Making the Best of One's Self

No man can escape his temperament. But he can do better than that; he can transmute it. None of us is better than he should be. But let him look that he is as good as he could be. If he is a busybody, let him distribute alms. If he is a sulky brute, let him have the strength of silence and endurance. If he falls short often and his heart fails, let him aim high, and cheer another on where he cannot go. If the game is lost, even—yet are games ever lost?—let him look on serenely as one that has no further stake in the game. If he is the prey from time to time of something all too like despair, let him have the courage of despair. In brief, we may all have, if we will, the qualities of our defects. Indolence may turn into repose and impatience into wit, gratitude be born of helplessness and noble prudence of ignoble fear, sympathy grow out of weakness and protecting care out of selfishness. Life is like a puzzle; we cannot change the pieces, but we can change them about till the pattern is plain and the colors harmonious.—Harper's Weekly.

We recently received the fifteenth anniversary and Panama Exposition souvenir edition of "Organized Labor," the journalistic organ of the San Francisco building trades. It is in every way a credit to its editor and publishers. There is a great deal of interesting reading matter in the souvenir edition and also important information concerning the spacious World Fair buildings, all of which have been erected by union mechanics. We congratulate "Organized Labor" on the splendid progress it has made during its fifteen years' existence.

Official Information



Local Unions Chartered Last Month

Tampa, Fla.	Rhineland, Wis.
Oilton, Okla.	Sumner, Wash.
Whitehall, N. Y.	Bloomington, Ind.
Hope, Ark.	Bamberg, S. C.
Gardner, Mass. (reed and rattan workers).	
Hartshorne and Haileyville, Okla.	

Total, 10 Local Unions.

Rejections

L. U. 58 of Chicago, Ill., has rejected the application for admission into the local of Charles Funk, 3323 N. Seeley avenue, for the third time. Funk is 22 years old.

Daniel McLane, an applicant for admission into L. U. 624, of Brockton, Mass., has been rejected three times.

Agreement Between the International Union of Brewery Workmen of America and the United Brotherhood of Carpenters and Joiners of America

In order to adjust the present differences between the above-named organizations, the following conditions shall be observed:

1. The Brewery Workers' International Union to use its best efforts with the employers in the breweries and bottling establishments to have only members of the United Brotherhood of Carpenters and Joiners employed in their buildings for building repairs, saloon repairs (when under control of the brewery) and for the manufacture of bar fixtures and boxes for bottle beer. The erection of all conveyers, both gravity and screw, elevators, all transmission

machinery and all millwright work done in breweries and other establishments controlled by the brewery workers.

2. The United Brotherhood of Carpenters and Joiners of America agree that all running repairs on bottle boxes in breweries and bottling establishments be done by the bottlers, members of the Brewery Workers' International Union of America.

This agreement is in effect immediately upon having been approved by the members of the General Executive Board of both organizations and may be terminated by either party by giving sixty (60) days' notice.

For the International Union of the United Brewery Workmen:

JOSEPH PROEBSTLE.

ADAM HEUBNER, Sec.-Treas.

JOHN RADER, International Corresponding Secretary.

JOSEPH OBERGFELL, International Recording Secretary.

(Seal.)

(Approved by International Executive Board of the International Union of Brewery Workmen of America March 30, 1915.)

For the United Brotherhood of Carpenters and Joiners of America:

JAMES KIRBY, Gen. President,

FRANK DUFFY, Gen. Secretary.

(Seal.)

(Approved by General Executive Board of the United Brotherhood of Carpenters and Joiners of America April 6, 1915.)

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Report of General President Kirby for Quarter Ending March 31, 1915

To the Members of the General Executive Board:

Brothers—While, during the past quarter, building conditions have been far below the average season, yet we have been extremely active in the work connected with the organization.

As per my report of last quarter, President Gompers, President Williams, President Hynes and myself took up the investigation of the manufacture and installation of metal trim. We visited Chicago, Cleveland, Jamestown, Buffalo and New York City.

In several of these cities we witnessed the manufacture and in others the erection. While the committee was not authorized to make any decision, I feel perfectly justified in saying that I believe the rights of the carpenters were clearly established, but owing to the action of the A. F. of L. convention, the committee was only authorized to report its work and continue their efforts until a satisfactory adjustment was reached.

Let me say in this connection that the erection of the metal trim throughout the country is proceeding satisfactory to the carpenter. While we would much prefer to work in harmony with all organizations, and we believe that if we were not deterred by disputes effecting this work, we could materially strengthen several crafts in the building industry, but so long as they continue to dispute our rights we can but proceed along the lines calculated to protect the interests of the Brotherhood.

During the month of January I visited Kenosha, Wis. Some time ago several members from Milwaukee were fined in Kenosha. Several appeals were taken and it was eventually disposed of by the convention unfavorable to Kenosha. Our Kenosha Local Union assumed a very defiant attitude in this respect, but I am pleased to report that since the action of the Board at last meeting they have notified us they will endeavor to adjust this claim just as soon as conditions are such as to enable them to.

Perhaps one of the greatest campaigns that has taken place within the ranks of our organization for some years occurred in Philadelphia, Pa., during the month of March. It is impossible at this time to estimate the number of non-union carpenters who affiliated themselves with our organization owing to the work done by the officers and organizers of our organization.

On the 5th of March, in company with President Gompers and several others, I addressed one of the largest meetings of carpenters that it has ever been my fortune to attend.

President Gompers' address was a masterpiece and touched the hearts of every man within hearing.

The campaign also resulted in the signing of a closed-shop agreement with the Master Builders of Philadelphia, also a like organization situated at Germantown.

I feel that I would be doing an injustice did I not mention the names of the men who I believe were primarily responsible for the movement. Board Member Post, together with the local officers of Philadelphia, are to be congratulated on the magnificent manner in which the affair was handled. I feel safe in making the assertion that Philadelphia is now perfectly able to take care of itself.

We have recently started a similar campaign in Baltimore and I feel that our efforts in that city will be even more successful than in Philadelphia. Certainly we are not handicapped with the local opposition in the beginning that our efforts met with in Philadelphia.

We are going to try and make Baltimore a closed shop town and believe we will be successful before another year passes by in accomplishing our object.

Let me say, in passing, that the Bricklayers, Masons and Plasterers' International Union made our success possible in Philadelphia and we are assured of a like assistance in Baltimore.

Considerable correspondence and a great deal of effort has been put forth to bring about an understanding between

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the International Union of United Brewery Workmen and the United Brotherhood of Carpenters and Joiners of America. Our contention was for the manufacture and repair of all boxes and all similar work done in and around breweries. The brewery workmen's contention was for the repairing of boxes and work of a similar nature in and around breweries.

This contention had reached a stage where the brewery interests realized that they could not afford to enter into a fight with either organization and had turned their attention to doing what many other employers have had to do in the past where trade disputes were involved, seek a substitute to take the place of the disputed work. To that end metal boxes were being introduced, very rapidly, too, so that it became apparent that if some steps were not taken to bring about an adjustment of this affair the carpenters would lose not only the repair but the manufacture as well of an enormous amount of work in and around the breweries. Therefore an agreement was signed giving to the carpenters the erection of all buildings, building repairs, saloon repairs, manufacture of bar fixtures and boxes for bottle beer; the erection of all conveyors, elevators and transmission machinery, and all millwright work done in breweries and other establishments controlled by the brewery workers.

The brewery workers were given all running repairs on bottle boxes in breweries and bottling establishments, and this understanding will bring us a great deal more work than we lose in the repair of these boxes, and certainly if the dispute was continued we would have neither the repair nor the manufacture.

During the past three months considerable time has been spent in securing estimates and selecting the equipment for the printing plant. We are proceeding very rapidly along these lines and believe it is a matter of only four or five months when our Journal will be turned out on our own press.

Trusting that the work for the past

quarter has been satisfactory, and with best wishes, I remain,

Fraternally yours,

JAMES KIRBY,
General President.

Proceedings of the Second Quarterly Session, 1915, of the G. E. B.

During the interim between the first and second quarterly sessions, the following matter was acted upon by the General Executive Board through correspondence with the General Secretary:

March 20, 1915.

Montreal, Que., Can.—Request of the D. C. for official sanction and financial aid in support of a movement to maintain wage agreement. The G. E. B. grants the official sanction desired, financial aid to be considered as reports are received at the General Office.

Indianapolis, Ind., April 6, 1915.

The second quarterly meeting of the General Executive Board was called to order on the above date by General President Kirby, all members present.

Montclair, N. J.—Request from the District Council of Montclair and the Oranges for official sanction and financial aid in support of a movement to establish the eight-hour day in the mills, beginning April 1, 1915. Official sanction granted; financial aid to be considered as reports are received at the G. O.

Vincennes, Ind.—Request of L. U. No. 274 for official sanction and financial aid in support of a movement for an increase in wages for the millmen, effective April 1, 1915. The G. S. is instructed to obtain latest information as to the outcome of the movement.

Chicago, Ill.—The General President was instructed to wire President Metz and Secretary Galvin of the Chicago District Council to come to Indianapolis and appear before the Board on Thursday, April 8, relative to conditions as they exist in Chicago at the present time in connection with the pending trade movement.

Baltimore, Md.—On the recommendation of the General President, the G. E. B. appropriates the sum of \$600.00 for organizing purposes in Baltimore, same to be spent under the supervision of the General President.

Toledo, Ohio.—Request of L. U. No. 25 for official sanction and financial aid in support of a movement for the Saturday half-holiday, effective May 1, 1915. The Board grants the official sanction desired, the question of financial aid to be considered as reports are made to the G. O.

Kokomo, Ind.—Request of L. U. No. 734 for official sanction in support of a movement for an increase in wages of 5 cents per hour, effective June 1, 1915. The Board grants the official sanction desired and recommends that

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the next movement entered into be for the eight-hour day.

A bill for \$3,500.00, covering expenses incurred in defending the several law suits now in the courts in New York City, presented by Lawyer Beattie, was submitted to the Board by the G. P. and ordered paid.

The G. P. submitted to the Board copy of an agreement entered into between the representatives of the U. B. and the International Union of the United Brewery Workmen, covering the manufacture of bar fixtures and beer boxes and millwright work done in breweries and other establishments controlled by the brewery workers, same having been approved by the Executive Board of the United Brewery Workmen. The G. E. B. approves the agreement and orders same published in The Carpenter.

La Crosse, Wis.—Request of L. U. No. 1143 for official sanction and financial aid in support of a movement for an increase in wages of 5 cents per hour, effective May 1, 1915. The Board grants the official sanction desired, the question of financial aid to be considered as reports are made to the G. O.

Columbus, Ind.—Request of L. U. No. 1155 for official sanction and financial aid in support of a movement for the eight-hour day and minimum wage of \$3.00 per day, effective July 1, 1915. Official sanction granted; financial aid to be considered as reports are received at the General Office.

New Castle, Pa.—Request of L. U. No. 206 for an appropriation to assist in a movement against non-union shop conditions. The Board appropriates the sum of \$200.00, same to be expended under the supervision of the General President.

Bay City, Mich.—Request of L. U. No. 116 for an appropriation for organizing purposes, laid over from the January meeting of the Board. The sum of \$300.00 is appropriated, same to be expended under the supervision of the General President.

Knoxville, Tenn.—Request of L. U. No. 225 for an appropriation for organizing purposes, previously considered by the Board at the January meeting and action deferred until the April session. The request is denied and the matter of organizing in Knoxville referred to the General President.

Harrisburg, Ill.—Request of L. U. No. 669 for an appropriation for organizing purposes, laid over from the January meeting. Action is again deferred until such time as the District Council approves of the request.

Fond du Lac, Wis.—Request of L. U. No. 782 for an appropriation for organizing purposes, laid over from the February meeting. The request is denied and the General President requested to place an organizer in Fond du Lac.

Stockton, Cal.—A communication from L. U. No. 266 regarding lockout and thanking the

Board for the assistance given was received as information and filed.

Moncton, N. B., Can.—Communication from L. U. No. 1249, requesting permission to negotiate toward the securing of a working agreement with the Intercolonial Railway Company. The matter is referred to the General President for investigation.

Hackensack, N. J.—A communication from the Bergen County District Council, stating that all Local Unions in the District were now affiliated with the D. C. and that all other requirements of the Board in connection with their request for an appropriation had been complied with, was received as information and filed.

The bond of the Chief Clerk in the General Office in the amount of \$2,000.00 in the Ocean Accident and Guarantee Corporation, Ltd., of New York City, was received and filed with the General Secretary.

San Francisco, Cal.—Request of the Bay Counties District Council for a donation to assist in the defense of M. A. Schmidt. The request is denied.

Pocatello, Idaho.—A communication was received from L. U. No. 1258 asking for a ruling as to the admission of shinglers. The General Secretary is instructed to notify L. U. No. 1258 that shinglers are eligible to membership in our organization.

Coffeyville, Kan.—The G. S. submitted to the Board communications from L. U. 1212 complaining against the action of the Board in refusing to allow benefits for men involved in a trade movement not previously sanctioned by the Board. The replies made by the General Secretary to the complaints of the Local Union are concurred in by the G. E. B.

St. Cloud, Minn.—A communication was received from L. U. No. 930 relative to a strike in progress in St. Cloud since April 1 in support of a movement for an increase in wages. The strike being inaugurated without the sanction of the G. E. B., no action can be taken until the provisions of our constitution and laws have been complied with.

Vancouver, B. C., Can.—A communication from the president of L. U. No. 617 relative to making an appropriation for organizing purposes in that city was read to the Board, and the reply of the General Secretary concurred in.

New York City, N. Y.—The G. S. submitted to the Board a communication from L. U. No. 309 relative to the recent ruling of the G. E. B. in the matter of reporting members three months in arrears. The G. S. is instructed to reply to the inquiry of L. U. No. 309.

Rock Island, Ill.—Full accounting from the Tri-City District Council for appropriations made in 1914 to the D. C. for the relief of men on strike received and filed.

Lowell, Mass.—A communication from L. U. No. 1468, setting forth conditions in that L. U. and requesting the assistance of the

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Board, was read and action deferred pending further investigation by the G. P.

Lynn, Mass.—Application of L. U. No. 1767, endorsed by the D. C., for official sanction and financial aid in support of a movement for an increase in wages, effective May 1, 1915, previously considered by the Board on March 2, 1915, and referred to the General President for investigation as to hours and minimum wages. On a further report being submitted by the G. P., the G. E. B. grants the official sanction asked for, financial aid to be considered as reports are made to the G. O.

April 7, 1915.

All members present.

President Brown, of the International Union of Timber Workers, appeared before the G. E. B. relative to the affiliation of that organization with the United Brotherhood of Carpenters and Joiners of America, if the jurisdiction of the U. B. would allow such an affiliation and a satisfactory arrangement or agreement could be made to that end. He explained the workings of the International Union of Timber Workers, the number of Local Unions, their membership and the benefits paid. He expressed the desire to be admitted to the U. B. as a District or Subordinate body. Further consideration of the matter was laid over for one day pending a proposition of amalgamation from President Brown, together with a copy of the constitution and laws of the timber workers' organization.

Lima, Ohio.—Application of L. U. No. 372 for official sanction and financial aid in support of a movement for an increase in wages of 5 cents per hour, effective June 1, 1915. This request was considered at the February meeting of the Board and action deferred pending further investigation by the General President. On that official submitting the report of a deputy, the Board decides to grant the official sanction desired, the question of financial aid to be considered as reports are made to the General Office.

Wheeling, W. Va.—Application of the Ohio Valley D. C. for official sanction and financial aid in support of a movement for an increase in wages and better working conditions for both inside and outside men, effective May 1, 1915, same having been previously considered by the Board on March 2 and referred to the General President for investigation. On the strength of the information contained in the report of the deputy sent by the G. P. to investigate conditions, the G. E. B. grants the official sanction desired, the question of financial aid to be considered as reports are received at the G. O.

Cleveland, Ohio.—Request from the District Council for an appropriation of \$1,000.00 for organizing purposes, previously considered by the Board on March 5, 1915, and referred to the General President for investigation. The request made by the D. C. is denied.

Lawrence, Mass.—Request of L. U. No. 1896

for financial assistance, previously considered by the Board at the February, 1915, meeting and referred to the General President for investigation. On additional information being submitted by the G. P., the Board appropriates the sum of \$48.50 on account of the strike in which the members of L. U. No. 1896 were involved the previous summer.

The G. P. submitted to the Board a communication from Brother D. J. Farley containing suggestions relative to organizing the carpenters in the smaller towns and scattered districts. Same was received as information and filed.

In accordance with the instructions of the G. E. B. at its last meeting, General President Kirby reported on the approximate costs of installing a printing plant capable of printing our monthly journal, The Carpenter. The G. P. is authorized to proceed with the installing of the printing plant as soon as possible.

April 8, 1915.

All members present.

President Brown of the International Union of Timber Workers again appeared before the Board and proposed an amalgamation of the timber workers with the United Brotherhood of Carpenters and Joiners of America along the following lines: (1) That the timber workers be taken over in a body to the U. B., subject to the laws of the U. B. (2) That District Councils of timber workers be formed to look after their interests. (3) That organizers be appointed to organize the men of the trade, etc. But as many of these men are laborers, loggers, drivers, packers, filers, engineers, firemen, etc., as well as men working in the sawmills, the matter was referred to the General President to have an investigation made as to the composition of the membership of the timber workers, how well organized, dues paid, benefits allowed and terms under which those eligible can be admitted to the U. B. The G. P. to report to the G. E. B. when the investigation is completed.

The question of better conditions, hours and wages for the carpenters and millwrights employed in the International Paper Company's mills was considered by the Board and the General President was instructed to wire our Organizer to insist on the demands presented by our organization.

Victoria, B. C., Can.—Request of L. U. No. 1848 for financial assistance, previously considered by the Board at the February meeting and referred by the Board to the General President for investigation, was again taken up and considered and the request denied.

Jacksonville, Fla.—Request from the Central Trades and Labor Council of Jacksonville, Fla., for the services of an organizer. The Board refers the matter to the General President, as he has already made arrangements to have an organizer in Jacksonville in the near future.

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President Metz and Secretary Galvin, of the Chicago District Council, appeared before the G. E. B. in accordance with the request of the Board under date of April 6 to explain the situation in Chicago relative to the entering into of new agreements for outside and inside men and the prospects of a settlement with the employers at the present time. It was shown through the reports that a speedy settlement is not in view. Some individual agreements have been signed by employers, while others refuse to sign, thus leaving many men out of work. The Chicago District Council is, however, making arrangements to take care of its members.

It having been reported to the General Office that Local Union No. 1125 of Central Falls, R. I., has incorporated under the laws of the State of Rhode Island and secured a State charter therefrom, the G. E. B. rules that Local Unions of the U. B. cannot be permitted to incorporate, as the parent body—the United Brotherhood of Carpenters and Joiners of America—is a voluntary, unincorporated association, composed of skilled workmen banded together for mutual benefit and protection. The G. E. B. instructs all Local Unions to surrender their charter of incorporation on or before June 1, 1915, or forfeit their charter from the United Brotherhood of Carpenters and Joiners of America.

Birmingham, Ala.—The G. E. B. appropriates to the District Council the sum of \$300.00 for organizing purposes, same to be expended under the supervision of the General President.

April 9, 1915.

All members present.

Delaware Co., Pa.—The Board again took up for consideration the request of the Delaware County D. C. for an appropriation for organizing purposes, same having been considered at the January meeting and action deferred until investigation could be made. On the additional information at hand the Board appropriates the sum of \$400.00 for organizing purposes, same to be expended under the supervision of the General President.

Montgomery Co., Pa.—The request made by the Montgomery County D. C. for a further appropriation for organizing purposes is denied, as the General President has already assigned an organizer to that locality.

Complaints from L. U. No. 948, of Sioux City, Iowa; No. 971, of Reno, Nevada; No. 1034, of Oskaloosa, Iowa; No. 398, of Lewiston, Idaho; No. 1434, of Moberly, Mo.; No. 515, of Colorado Springs, Colo.; No. 220, of Wallace, Idaho; No. 973, of Texas City, Texas, and No. 641, of Fort Dodge, Iowa, against other Local Unions passing resolutions and issuing official notices that members on clearance cards would not be accepted until work becomes more plentiful, were placed before the G. E. B. by the G. P. and G. S. After careful consideration of the entire matter, the

Board rules that no Local Union has the right to pass a resolution or to send out official notices that they will not accept clearance cards, that every member has a right to present his clearance card to a Local Union and he is entitled to a vote of the members on same. If he receives a majority vote in favor of his admission, then his clearance card is accepted, otherwise it is rejected, as per Section 46 of the General Constitution.

Dayton, Ohio.—Brother L. E. Nysewander, secretary of the District Council, properly credentialed, appeared before the G. E. B. in support of a request of the D. C. for an appropriation for organizing purposes. The Board appropriates the sum of \$300.00, same to be expended under the supervision of the G. P.

Muskegon, Mich.—A communication from the D. C. and a report from Organizer Young relative to a proposed agreement with the Brunswick-Balke-Collender Company was considered and laid over, pending further information.

Macon, Ga.—Request of L. U. No. 144 for an appropriation for organizing purposes, considered and referred to the General President.

New Orleans, La.—Communication from Lawyer Peters, of New Orleans, La., relative to the revocation of the charter of former Local Union No. 76 of that city, was received and the reply of the General President concurred in.

Brooklyn, N. Y.—The G. S. submitted a communication from L. U. No. 1425 protesting against the action of the G. S. in sending a five months' arrearage notice to said L. U., the protest being based on the contention that the L. U. was not five months in arrears when the notice was sent. The action of the G. S. is concurred in by the Board and the matter referred to the G. P.

A communication from the Commercial National Bank of Indianapolis, soliciting a deposit of a portion of our funds, was received and filed.

Kansas City, Kan.—Request of L. U. No. 168, endorsed by the D. C. of Kansas City, Mo., for an appropriation for organizing purposes again considered, having been before the Board on January 30th and action deferred until the April meeting. The G. E. B. appropriates the sum of \$200.00, same to be expended under the supervision of the General President.

Pleasantville, N. J.—Appeal of L. U. No. 842 from the decision of the General President in the case of L. U. No. 842 vs. the Atlantic County D. C. The decision of the G. P. is sustained on the grounds set forth therein and the appeal dismissed.

San Francisco, Cal.—Appeal of the Bay Counties District Council from the decision of the General President in the case of the Bay Counties D. C. vs. L. U. No. 22 of San Francisco, wherein L. U. No. 22 withheld a por-

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tion of its per capita tax. The decision of the G. P. is sustained on the grounds set forth therein and the appeal dismissed.

Albany, N. Y.—Appeal of Robert Ewing from the decision of the General President in the case of Robert Ewing vs. the District Council of Albany, N. Y. The decision of the G. P. is sustained on the grounds set forth therein and the appeal dismissed.

Calgary, Alta., Can.—Appeal of L. U. No. 1779 of Calgary from the decision of the General President in the case of J. B. Golledge vs. L. U. No. 1779. New evidence having been submitted, the matter is referred back to the General President for further consideration and action.

San Francisco, Cal.—The G. P. submitted to the Board correspondence with L. U. No. 1237 of San Francisco and the Maritime Bay District Council dealing with disputes between these two bodies. The G. E. B. authorizes the G. P. to consolidate the members of L. U. No. 1237 of San Francisco with other Local Unions of the Maritime Bay District Council.

April 10, 1915.

All members present.

Jonquieres, Que., Can.—Request of L. U. No. 1388 for financial assistance. The Board appropriates the sum of \$24.00 for organizing purposes.

Morristown, N. J.—Papers in the appeal of Alex. Patterson vs. L. U. No. 638 of Morristown, N. J., wherein said brother requests strike pay for time lost by instructions from his L. U., were placed before the Board by the G. P. The sum of \$18.00, covering strike pay, is allowed by the G. E. B.

The G. E. B. rules that all appeals from the decision of the First General Vice-President relative to the approval or disapproval of Local Union, District Council, State Council or Provincial Council by-laws shall be made to the G. E. B.

San Francisco, Cal.—Appeal of the Bay Counties District Council from the decision of the First General Vice-President in disapproving a section of the D. C. laws denying to Local Unions the right to maintain a business agent. The decision of the First General Vice-President is sustained on the grounds that a Local Union has the right to elect and pay a business agent to look after its interests, but said business agent must work under the supervision of the District Council. The appeal is dismissed.

Nashville, Tenn.—The request of L. U. No. 41 for an appropriation for organizing purposes, which was before the Board on January 30th and on which action was deferred until the April meeting, was again taken up, the Board denying the request after careful consideration of all the information at hand.

San Francisco, Cal.—Request of the Maritime Bay District Council for an appropriation for organizing purposes laid over, pend-

ing the arrival of the official Schedule of Inquiries.

Nashua, N. H.—Application of L. U. No. 1616 for official sanction and financial aid in support of a movement for an increase in wages of 5 cents per hour, effective July 1, 1915. Official sanction granted; financial aid to be considered as reports are made to the G. O.

Baltimore, Md.—Request of L. U. No. 29 for an extension of time in which to pay per capita tax, its members to be kept in good standing and entitled to benefits at the General Office. The request is denied, as the G. E. B. has no authority to comply with same.

Communications were submitted to the Board by the General Secretary from Local Unions Nos. 12, of Brooklyn; No. 32, of Brooklyn; No. 291, of Brooklyn, No. 126, of Brooklyn; No. 138 and No. 309, of New York City, officially notifying the G. S. that they had complied with the orders of the G. E. B. and severed their connection with the dual Central Labor Council of Greater New York.

Augusta, Ga.—Request of the D. C. for an appropriation for organizing purposes. The Board appropriates the sum of \$100.00, same to be expended under the direction of the G. P.

St. Louis, Mo.—Appeal of L. U. No. 1596 from the decision of the General Treasurer in disapproving the claim for funeral donation on the death of the wife of Frank Beck, a member of L. U. No. 1596. The decision of the G. T. is sustained on the grounds set forth therein, namely, that Brother Beck was legally a suspended member of L. U. No. 1596, having been permitted to square up his arrearages when he owed a sum equal to six months' dues and not having been readmitted in accordance with the law. The appeal is dismissed.

San Francisco, Cal.—The G. P. placed before the Board a communication from L. U. No. 123 (ship joiners) of San Francisco, Cal., suspended December 31, 1914, owing six months' per capita tax to the General Office, requesting that said Local be reinstated, the tax for each month having been ordered by the local and the money for same appropriated by the financial secretary to his own use. The G. E. B. can not comply with the request made, as the constitution and laws govern this case.

The G. S. again brought to the attention of the Board the circular letter of Brother Gabriel Edmonston which accompanied the April quarterly password circular, appealing for donations from Local Unions for the relief of the war sufferers, several Local Unions having forwarded their contributions to the G. O. The G. S. is instructed to return the donations to their respective Local Unions.

Vancouver, B. C., Can.—Request of L. U. No. 617 for financial assistance. The G. E. B.

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appropriates the sum of \$50.00 for organizing purposes.

Canton, Ohio.—Appeal of the relatives of Jacob Pfaus, late a member of L. U. No. 143 of Canton, from the decision of the General Treasurer in disallowing claim for funeral donation on the death of said brother. The appeal is dismissed and the decision of the G. T. sustained on the grounds set forth therein, namely, that the brother was three months in arrears on January 31, 1915, and did not square up his arrearages in full in accordance with the law prior to his death.

Cleveland, Ohio.—Appeal of Mrs. Charles Rockwitz, through her attorneys, from the decision of the General Treasurer in disallowing claim for funeral donation on the death of her husband, Charles Rockwitz, late a member of L. U. No. 11. The G. E. B. refuses to pass on any claim until all the papers in the case are submitted, and the matter is laid over until the July meeting.

Sioux City, Iowa.—Appeal of L. U. No. 948 from the decision of the General Treasurer in disallowing claim for funeral donation on the death of Wm. L. Quintard, late a member of L. U. No. 948. The decision of the G. T. is sustained on the grounds set forth therein—namely, that the brother was not in benefit standing at the time his death occurred—and the appeal is therefore dismissed.

Providence, R. I.—Appeal of Achile Bernier from the decision of the General Treasurer in disallowing claim for disability donation in behalf of said Bernier, member of L. U. No. 859. The decision of the G. T. is sustained on the grounds set forth therein, namely, that Brother Bernier was in arrears at the time he met with the injuries responsible for his disability. The appeal is dismissed.

Montreal, Que., Can.—Request of the D. C. for an appropriation for organizing purposes. The Board appropriates the sum of \$200.00, same to be expended under the supervision of the General President.

Minneapolis, Minn.—Request for an appropriation for organizing purposes, as per Resolution No. 32 of the Indianapolis Convention, referred by the Board to the General President for investigation, was again considered and the appropriation denied.

Lexington, Ky.—Full accounting from L. U. No. 1650 for money appropriated for men on strike in the summer of 1914 received and filed.

London, Ont., Can.—Full accounting from L. U. No. 1946 for money appropriated for men on strike in the year 1914 received and filed.

Rock Island, Ill.—A communication was received from the Tri-City Carpenters' District Council, stating that the master builders had refused to renew the old working agreement, with one or two additions which were made necessary on account of the agreement

with the bricklayers. The matter is referred to the General President.

The matter of bonding local financial officers was considered and referred to the General Secretary, he to secure further information, copy of bonds, percentage allowed, rates of premiums, how premiums must be paid to the bonding company, etc.

April 13, 1915.

All members present.

Cleveland, Ohio.—Communication received from the D. C., requesting financial assistance to carry on the fight for control over the erection of hollow metal trim. The matter is referred to the General President.

The following general indenture and agreement papers and instructions governing apprentices were concurred in by the G. E. B. and ordered submitted to referendum vote of our members at the first opportunity, in accordance with the instructions of our eighteenth general convention:

INSTRUCTIONS RELATIVE TO APPRENTICES OF THE UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA.

"An apprentice shall serve a term of not less than four years at the carpenter trade; be indentured by his parent or guardian between the ages of seventeen (17) and twenty-two (22) years, and be given his papers as a full-fledged mechanic at the expiration of the apprenticeship period.

"He shall be indentured with some good and reliable contractor.

"He shall join the union immediately as an apprentice; remain in the semi-beneficial class until the expiration of his term of apprenticeship, when he shall be given his papers as a full-fledged mechanic. He shall then immediately be transferred to the full beneficial class, provided he has attained the age of twenty-one (21) years.

"The Local Union or District Council shall look after the interests of the apprentice and see that he is given an opportunity to learn the carpenter trade. He shall report to his union, for investigation, any alleged work which is not covered by the carpenter trade and which he is required, by his employer, to do.

"An apprentice, once indentured, can not leave his employer and go to work for another, without the consent of the first employer and the Local Union or District Council.

"Failure of apprentice to observe these instructions shall make him liable to charges for committing an offense discreditable to the United Brotherhood, and if found guilty he may be either reprimanded or expelled, as the Local Union or District Council shall decide.

"It is the duty of the Local Union or District Council and employer to see that the ap-

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prentice is given a full opportunity to learn the carpenter trade, secure a good, rudimentary education, and also given all instruction, advice and assistance necessary to make him a qualified, capable, thorough and competent mechanic, to the end that he may be better able to return a full day's work for a full day's pay.

"City
"County
"State
"Indenture certificate of

—Articles of Apprenticeship—

"To All Whom It May Concern:

"This is to certify that.....
hereby agrees to employ
steadily, or as his work will warrant, for a
term of years, commencing on the
..... day of, 19..., and to use
all due dispatch to teach him the carpenter
trade in all branches of work for which I
may contract.

"His wages for the first year shall be \$....
per week, for the second year \$.... per week,
for the third year \$.... per week, for the
fourth year \$.... per week.

(Signed)
"Employer.

"And in consideration of the foregoing
covenants, I,, parent (or
guardian) of said do here-
by agree that said
shall serve as an apprentice for the term of
..... years with for
the purpose of learning the carpenter trade,
for the wages and under the conditions stated
in the first part of this agreement and in-
denture papers.

(Signed)

"Parent (or guardian)

"Apprentice.

Signed.

"Witnesses:

.....
.....

"Signed in the presence of the above parties
and witnesses this day of, 19...

"The instructions herewith attached are
made part of this agreement and indenture
papers."

The regular quarterly audit and examina-
tion of the books and accounts was taken up
at this time.

April 14, 1915.

All members present.

The representatives of the National Surety
Company, New York, N. Y., the American
Surety Company, New York, N. Y., the Aetna
Accident and Liability Co., Hartford, Conn.,
the Fidelity and Deposit Company of Mary-
land, the Massachusetts Bonding & Insurance
Company of Boston, Mass., and the United
States Fidelity and Guaranty Co., of Balti-
more, Md., appeared before the Board in ex-

planation of the propositions previously made
by each company relative to the bonding of
our local officers. The question of bonding
was again laid over pending further informa-
tion, as per request of some of the representa-
tives.

The balance of the day was taken up in the
audit and examination of the books and ac-
counts.

April 15, 1915.

All members present.

The audit and examination of the books and
accounts continued throughout the day.

April 16, 1915.

All members present.

The report of General President Kirby for
the quarter ended March 31, 1915, was re-
ceived and ordered published in The Car-
penter.

Brother John T. Cosgrove, representing the
State Council of New Jersey, properly creden-
tialled, appeared before the G. E. B. relative
to the interpretation placed upon Section 12,
Page 13 of the Constitution and Laws of the
U. B. requiring, the Second General Vice-
President to make his office at the General
Headquarters in Indianapolis. The matter
was referred to the General President, as it
comes under his jurisdiction.

Vincennes, Ind.—Communication from L. U.
No. 274 relative to trade movement received
as information.

Amarillo, Texas.—Request of L. U. No. 665
for official sanction in support of a movement
for an increase in wages of 5 cents per hour,
effective June 15, 1915. Official sanction
granted.

Norristown, Pa.—Request of L. U. No. 897,
endorsed by the Montgomery County District
Council, for official sanction and financial aid
in support of a movement for an increase in
wages of 5 cents per hour, effective May 1,
1915. The Board grants the official sanction
desired, the question of financial aid to be
considered as reports are made to the G. O.

San Francisco, Cal.—Request of the Mari-
time Bay District Council for an appropria-
tion for organizing purposes, previously con-
sidered by the Board on April 10 and laid
over awaiting the official schedule of inquiries.
The schedule having arrived, the Board ap-
propriates the sum of \$200.00, same to be ex-
pended under the supervision of the General
President.

Memphis, Tenn.—Request of the D. C. for
an appropriation for organizing purposes.
The sum of \$300.00 is appropriated, same to
be expended under the direction of the G. P.

Tacoma, Wash.—Request of the Tacoma
Building Trades Council, endorsed by the
Tacoma Carpenters' D. C., for financial as-
sistance in an organizing campaign now
under way in that city. The request is de-
nied, as the G. E. B. has no authority to do-

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nate financial assistance to Building Trades Councils.

Toledo, Ohio.—Request of L. U. No. 25 for an appropriation to assist in organizing the mill men. The request is denied and the matter of organizing referred to the General President.

South Bend, Ind.—Application of L. U. No. 413 for official sanction and financial aid in support of a movement to establish union shop conditions and a minimum wage of 45 cents per hour, to take effect June 1, 1915, same having been considered by the Board on February 24 and sanction denied because the movement was not supported by the necessary vote. The required vote having been supplied, the Board grants the official sanction desired, the question of financial aid to be considered as reports are received at the General Office. The Board further recommends that the next movement entered into be for the eight-hour day.

Ft. Wayne, Ind.—Request of L. U. No. 232 for guarantee of financial assistance in case it becomes necessary to enter into a strike to enforce the agreement now in effect with the employers. Action is deferred and the matter referred to the General President for investigation.

Pittsburg, Kan.—Communication from L. U. No. 561 entering protest against the Tabulation Committee's record of the vote of that L. U. on certain amendments to the General Constitution. The G. E. B. finds the records at this office show that the vote of that Local Union has been properly recorded, as per their returns.

The report of Board Member Guerin on the request made by the New York D. C. for financial assistance in securing the subway work for our members was received and concurred in, the matter having been referred to him by the General President for investigation.

The report of Board Member Cole in regard to the indebtedness on a hall owned by lapsed Local Union No. 697 of Mason, Nev., was read and concurred in, the matter being referred to Brother Cole by the General President for investigation after being considered by the Board on February 24, 1915.

Ottawa, Ont., Can.—Board Member Martel's report on the proposed trade movement of L. U. No. 93, which was considered by the Board on February 24 and referred to the General President for investigation, was read and concurred in.

Springfield, Mass.—Appeal of the District Council of Springfield, Mass., from the decision of the General President in the case of E. E. Mead vs. the Springfield D. C. The decision of the G. P. is sustained on the grounds set forth therein and the appeal dismissed.

April 17, 1915.

All members present.

The bonding of local officers was again under consideration and was referred to the General President and General Secretary for further investigation and report to the G. E. B. by correspondence.

Chicago, Ill.—The G. P. submitted to the G. E. B. bill for legal services from the firm of Farrell & Thompson amounting to \$2,450.00 in the Anderson & Lind Mfg. Co. cases. The G. E. B. allows said bill.

The examination and audit of the books and accounts continued.

April 19, 1915.

All members present, except Secretary Duffy, who is attending meeting of Executive Council of A. F. of L.

Cincinnati, Ohio.—Brother Frank Imwalle, properly credentialed and representing L. U. No. 415 of Cincinnati, appeared before the Board in support of a request for financial assistance. The Board appropriates the sum of \$100.

The examination and audit of the books and accounts continued.

April 20, 1915.

All members present except Duffy and Hutcheson.

The report of First General Vice-President Hutcheson was received and ordered published in The Carpenter.

Hamilton, Ont., Can.—Request of the D. C. for official sanction and financial aid in support of a movement for an increase in wages to take effect May 1, 1915. Referred back to the G. S. for information as to the amount of increase asked for.

Sheboygan, Wis.—Request of L. U. No. 657 for official sanction and financial aid in support of a movement for a minimum wage of 50 cents per hour, effective May 1, 1915. The Board grants the official sanction desired, the question of financial aid to be considered later as reports are made to the General Office.

San Antonio, Texas.—Request of L. U. No. 14 for an appropriation for organizing purposes. The Board appropriates the sum of \$300.00, same to be expended under direction of the G. P.

Erie, Pa.—Full accounting from the D. C. for money appropriated for men on strike received and filed.

The examination and audit of the books and accounts was continued and completed, the report of the expert accountant compared with the books of the General Office and the books and accounts found to be correct.

April 21, 1915.

All members present except Duffy and Hutcheson.

Lancaster, Pa. — Communication received from L. U. No. 59 relative to strike now in progress in that city. The Board appropri-

ates the sum of \$132.00 for the relief of the men involved.

Hamilton, Ont., Can.—The application of the D. C. of Hamilton for official sanction and financial aid in support of a movement for an increase in wages of 5 cents per hour, effective June 21, 1915, was again considered and referred to the General President for investigation.

Harrisburg, Ill.—Request of L. U. No. 669, endorsed by the Saline County, D. C., for appropriation for organizing purposes in that district. The Board appropriates the sum of \$100.00, same to be expended under the supervision of the G. P.

The G. E. B. endorses the following form of International agreement with General Contractors:

FORM OF INTERNATIONAL AGREEMENT.

"Memorandum of agreement between the firm of and the United Brotherhood of Carpenters and Joiners of America.

"We, the firm of agree to work the hours, pay the wages and abide by the rules and regulations established or agreed upon by the United Brotherhood of Carpenters and Joiners of America of the locality in which any work of our company is being done, and employ members of the United Brotherhood of Carpenters and Joiners of America only.

"No change to be made in the hours and wages in any locality, and no conditions imposed other than are enforced on all local firms.

"In consideration of the foregoing, the United Brotherhood of Carpenters and Joiners of America agree that no stoppage of work or any strike of its members, either collectively or individually, shall be entered into pending any dispute being investigated and all peaceable means taken to bring about a settlement.

"For the United Brotherhood of Carpenters and Joiners of America."

The G. S. is instructed to notify all Local Unions that all members who are affiliated with the Industrial Workers of the World must be compelled to withdraw from said body or be suspended from the United Brotherhood.

The report of Second General Vice-President Quinn for the quarter ended March 31, 1915, was received and ordered published in The Carpenter.

There being no further business, the minutes were read and approved and the Board adjourned to meet at the General Office on July 12, 1915.

FRANK DUFFY,
Secretary, G. E. B.

Localities to Be Avoided

Owing to the pending trade movements, building depression and other causes, carpenters are requested to stay away from the following places:

Akron, O.	Denver, Colo.
Albany, N. Y.	Detroit, Mich.
Alton, Ill.	Dixon, Ill.
Amherst, N. S., Can.	Dubuque, Ia.
Arcadia, Fla.	Duluth, Minn.
Asheville, N. C.	Eau Claire, Wis.
Ashland, Ky.	E. Palestine, O.
Athens, Tex.	Edmonton, Can.
Atlanta, Ga.	El Centro, Cal.
Atlantic City, N. J.	Electra, Tex.
Augusta, Ga.	Elmira, N. Y.
Aurora, Ill.	E. St. Louis, Ill.
Austin, Tex.	El Paso, Tex.
Baltimore, Md.	Escanaba, Mich.
Barre, Vt.	Evansville, Ind.
Battle Creek, Mich.	Fargo, N. D.
Bay City, Tex.	Fond du Lac, Wis.
Beacon, N. Y.	Fort Lauderdale, Fla.
Beaver Valley, Pa.	Fort Myers, Fla.
Berlin, Ont., Can.	Fort Wayne, Ind.
Billings, Mont.	Framingham, Mass.
Binghamton, N. Y.	Fremont, Neb.
Birmingham, Ala.	French Lick, Ind.
Bisbee, Ariz.	Fresno, Cal.
Bismarck, N. D.	Fulton, N. Y.
Blackwell, Okla.	Galesburg, Ill.
Bloomington, Ill.	Galveston, Tex.
Boise, Idaho.	Gardner, Mass.
Boone, Ia.	Gary, Ind.
Boston, Mass.	Goldfield, Nev.
Brainerd, Minn.	Grand Forks, N. D.
Brenham, Tex.	Granite City, Ill.
Brownwood, Tex.	Great Falls, Mont.
Buffalo, N. Y.	Greeley, Colo.
Calgary, Can.	Greenwich, Conn.
Canton, O.	Halifax, N. S.
Carneys Point, N. J.	Hamilton, O.
Cedar Rapids, Ia.	Hammond, Ind.
Central City, Ky.	Hazleton, Pa.
Charleston, S. C.	Hillsboro, Tex.
Charleston, W. Va.	Holyoke, Mass.
Charlotte, N. C.	Hot Springs, Ark.
Chattanooga, Tenn.	Houston, Tex.
Chicago, Ill.	Huntington, L. I., N. Y.
Clarksville, Tenn.	Hutchinson, Kan.
Cleveland, O.	Indianapolis, Ind.
Clinton, Ia.	Ithaca, N. Y.
Columbia, S. C.	Jacksonville, Fla.
Columbus, O.	Jacksonville, Tex.
Concord, N. H.	Jamestown, N. Y.
Concordia, Kan.	Jasonville, Ind.
Conway, Ark.	Joliet, Ill.
Commerce, Tex.	Joplin, Mo.
Corpus Christi, Tex.	Kansas City, Mo.
Corsicana, Tex.	Kenosha, Wis.
Cullman, Ala.	Kincaid, Ill.
Danville, Ill.	Kissimmee, Fla.
Dayton, O.	Klamath Falls, Ore.
Decatur, Ill.	Kokomo, Ind.
Denison, Tex.	Lewiston, Mont.

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Lakeland, Fla.
 Leadville, Colo.
 Lewiston, Idaho.
 Lexington, Ky.
 Little Rock, Ark.
 London, Ont., Can.
 Long Beach, Cal.
 Los Angeles, Cal.
 Louisville, Ky.
 Macon, Ga.
 Marietta, O.
 Marinette, Wis.
 Marquette, Mich.
 Marshalltown, Ia.
 Maryville, Tenn.
 Mason City, Ia.
 Medicine Hat, Can.
 Medina, N. Y.
 Memphis, Tenn.
 Miami, Ariz.
 Milwaukee, Wis.
 Minneapolis, Minn.
 Minot, N. D.
 Mobile, Ala.
 Montreal, Can.
 Morris, Ill.
 Mount Kisco, N. Y.
 Moose Jaw, Sask., Can.
 Mount Carmel, Ill.
 Mowbridge, S. D.
 Mount Vernon, N. Y.
 Newark, N. J.
 New Bedford, Mass.
 Newburgh, N. Y.
 New Castle, Pa.
 New Canaan, Conn.
 New Orleans, La.
 Newport News, Va.
 Newport, R. I.
 New York City.
 Niagara Falls, N. Y.
 Norfolk, Va.
 Northampton, Mass.
 North Bend, Ore.
 Norwalk, Conn.
 Norwood, O.
 Oakland, Cal.
 O'Fallon, Ill.
 Oklahoma City, Okla.
 Omaha, Neb.
 Orilla, Ont., Can.
 Ossining, N. Y.
 Ottawa, Can.
 Palestine, Tex.
 Paragould, Ark.
 Parkersburg, W. Va.
 Parsons, Kan.
 Passaic, N. J.
 Paterson, N. J.
 Peckskill, N. Y.
 Peoria, Ill.
 Phoenix, Ariz.
 Pittsburgh, Pa.
 Pittsfield, Mass.
 Palm Beach, Fla.
 Poughkeepsie, N. Y.

Portland, Me.
 Portland, Ore.
 Pottsville, Pa.
 Pueblo, Colo.
 Quincy, Ill.
 Racine, Wis.
 Reno, Nev.
 Red Banks, N. J.
 Regina, Can.
 Richmond, Cal.
 Richmond, Va.
 Robstown, Tex.
 Roachdale, Tex.
 Rochester, N. Y.
 Rockford, Ill.
 Rock Springs, Wyo.
 San Antonio, Tex.
 San Diego, Cal.
 Salt Lake City, Utah.
 San Francisco, Cal.
 Schenectady, N. Y.
 Shreveport, La.
 Sioux City, Ia.
 St. Augustine, Fla.
 St. Catharines, Ont.
 St. Cloud, Minn.
 St. Joseph, Mo.
 St. Paul, Minn.
 St. Petersburg, Fla.
 St. Louis, Mo.
 Seattle, Wash.
 Sellersville, Pa.
 Saskatoon, Sask., Can.
 Savannah, Ga.
 Scranton, Pa.
 Sioux City, Ia.
 Smithtown, L. I.
 Souderton, Pa.
 South Omaha, Neb.
 South Bend, Ind.
 Spokane, Wash.
 Springfield, Ill.
 Springfield, Mass.
 Springfield, O.
 Stamford, Conn.
 Steubenville, O.
 Syracuse, N. Y.
 Tacoma, Wash.
 Tampa, Fla.
 Teague, Tex.
 Temple, Tex.
 Terre Haute, Ind.
 Titusville, Fla.
 Toronto, Can.
 Trenton, N. J.
 Tri-Cities—Davenport,
 Ia.; Rock Island
 and Moline, Ill.
 Troy, N. Y.
 Tulsa, Okla.
 Uniontown, Pa.
 Urbana-Champaign, Ill.
 Vancouver, B. C.
 Victoria, Tex.
 Waco, Tex.
 Walla Walla, Wash.

Washington, D. C.
 Waterbury, Conn.
 Watertown, N. Y.
 Watertown, S. D.
 Wauchula, Fla.
 Welland Canal Zone.
 West Frankfort, Ill.
 West Palm Beach, Fla.
 White Plains, N. Y.

Whitney, Tex.
 Wichita Falls, Tex.
 Wilkes-Barre, Pa.
 Wilmington, N. C.
 Wilmington, Del.
 Winnipeg, Can.
 Worcester, Mass.
 Yonkers, N. Y.

Hints for Cannery Workers

"If women who work seventy-two hours a week in canneries fall ill, it is their own fault. It is not work, any doctor will tell you, that kills; it is worry. To the cannery women we offer this advice, and if they disregard it, let it never be said they were not warned:

"First, get plenty of fresh air and good food. If you must be at the factory at 6, rise at 4; hurry shortens your life. Take a warm bath followed by an alcohol rub. For breakfast, a little fruit, cereal with plenty of rich cream and two fresh eggs. Walk to the factory if possible; if not, avoid crowded street cars. Automobiles are cheaper than they once were; and most factories have parking space. Work not too fast; hurry kills. A light luncheon is advisable; plenty of fresh vegetables will sustain you. Lie down for an hour before dinner, relaxing utterly. Dinner may be more elaborate, if desired, than luncheon and breakfast. Lamb, chicken and beefsteak are all good. The evening may be given over to reading or dancing, but you should be in bed by 8, in order to get eight hours of sound, refreshing sleep. Have a sleeping porch; or, if that be impossible, do not sleep more than one in a room. Outdoor exercise is important, too; so, for Sundays and slack times, join some good country club and play golf.

"These admonitions are sound, as any physician will tell you. And, above all, don't worry."—N. Y. Tribune.

It may seem rather out of place to joke upon a subject fraught with such lamentable consequences to the womanhood of the state as is this reactionary bill—but satire is often the keenest weapon with which to strike at abuses.

Correspondence



Union Labor Active in Lexington, Ky. Editor The Carpenter:

An appointment which has given great satisfaction in labor circles in Lexington, Ky., is that of Brother L. L. Christenson, president of L. U. 1650, who was recently appointed the first building inspector of the city. Mr. Christenson was recommended by Commissioner of Public Works Wilkerson and was chosen over six other candidates by the board of city commissioners. The appointment was especially gratifying to the members of L. U. 1650 and has infused a new spirit into the membership, for it proves what can be done if union men stand together and work for the cause of labor.

Although we have had a hard winter, with a great deal of unemployment prevailing, L. U. 1650 has held up well and is now renewing its energies. Prospects for the season look good both with regard to work and organization; though there is much to be done along the latter line. However, we propose to hold our own, work hard and consistently, and await results.

The hardest battle of unionism in Lexington has been fought. The strike of last spring was felt on every hand, yet we have suffered but little. We held our best men together and today there is a demand for them—those not so good will likely come in a little later. We have better conditions now than at any time in the past and are devoting our energies this year chiefly to organizing purposes, and carrying on an educational campaign all along the line. Other crafts in the city are also building up steadily.

The Building Trades Council of the city was dissolved some time ago and the Blue Grass Federation of Labor formed to take its place. The latter organization is now handling the various unions which are twelve in number, including building and miscellaneous

crafts. Entire satisfaction exists under the new arrangement although such was not the case under the jurisdiction of the B. F. C.

A plumbing ordinance has recently been passed by the city and we are now doing what we can to have a bona-fide union inspector of plumbing appointed. We believe we will be as successful in this instance as we were in having Brother Christenson appointed.

Fraternally,

J. E. CORD, R. S.,
L. U. 1650, Lexington, Ky.

Some Pertinent Questions

Editor The Carpenter:

It does a fellow good at times to stop and think and find out for himself what his standing as a trade unionist amounts to. A little keen self-examination of the right kind is often of great value and helps a man to realize clearly whether he is doing his duty toward the uplift and betterment of his craft or not.

With the above object in view, I set forth the following questions, which may prove of value to brother members in correctly ascertaining the texture of their unionism.

Let each one ask himself:

1. What have I done during the past six months that has been of any benefit to the union?
2. What would become of the union if every member had acted as I have?
3. How many times have I been absent from the meetings when I could have been present if I had made an effort to do so?
4. Have I visited a sick brother and spoken a kind word to cheer him in his afflictions?
5. Would I be pleased to receive the same considerations in case of sickness as I have given others?
6. Have I told any of my friends of

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the aims and objects of the union with a view to getting their application?

7. If I have been negligent is it because I am at fault or because the rest of the brothers don't do their duty?

8. Am I going to continue in the same old way or am I going to start something?

9. Am I in partnership with the rest of the members in running the business of the union?

10. Is it right for some one else to do all the work of the union and for me to "knock" what has been done?

Fraternally,

HENRY KLINE.

L. U. No. 19, Detroit, Mich.

L. U. 31 Offers Suggestion

Editor The Carpenter:

It has dawned upon some of us here recently that there are many ways and means to better our conditions, not only locally, but nationally. Each member of our organization has the right to offer suggestions before his local deemed worthy of consideration toward advancing our brotherly spirit and co-operation one with another.

At one of our regular meetings we had a discussion in regard to the space in our magazine devoted to the localities to be avoided. We think if the "stay away from" list and localities to be avoided were eliminated it would be better for our organization.

We know of some locals which have a standing order practically all the time with the General Office to keep away traveling brothers. It is right that we protect our own first. We obligated ourselves to that when we became a member of the organization.

Now, as a local of the great organization, we think if that space in our magazine devoted to the announcement of contracts awarded, the names of the successful bidders, etc., such as you see in the American Contractor, or the Bricklayers and Masons' magazine, it would be far more profitable to the members of the organization.

With very little expense the necessary

data could be obtained from the American Contractor, as the American Contractor is a weekly and ours a monthly magazine.

Fraternally yours,

EMMETT F. BURNS,

GEORGE W. ADAMS,

Committee.

L. U. 31, Trenton, N. J.

The Poor Man

Editor The Carpenter:

All talks, lectures and advice which is handed out so freely and generously to the poor workingman seems always to be taken from the standpoint that the workman voluntarily chooses to be a laborer and a poor man. We are constantly being told how easy it is to get out of the ranks of the downtrodden and become like unto our advisers.

Nothing to do but to make up our mind to study a bit, become a little more skillful in our trades, improve coarse speech, dress better, and live in a better neighborhood. In short, "don't be a dunce;" "don't be an average mechanic;" "don't use slang," and "don't live in the lower sections of town where the rents are so cheap." Pull up stakes immediately and start to climb the ladder to fame. You have seen a carpenter or painter go up a ladder; why, it is as easy as going upstairs, almost.

We all know the ladder of fame has lots of room at the top. How are we going to get there when the lower rungs are already so overcrowded? Don't try it on a ladder that is already occupied, for the man above you may kick your head off. Get a ladder of your own. There are plenty about, about one for every million or so, therefore get busy and scramble up before the other fellow beats you to it.

Rockefeller found his in oil, Carnegie in steel and Edison in electricity. There are men for you. Follow in their footsteps, and if you see something laying around loose, just do something to it and then you will find that every man, woman and child has been waiting for

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that very thing ever since the dawn of creation, only they did not know it.

Easy! just think of it. These were men of only average intelligence, no better than you or I, and now that they control their own ladder, we all listen to them with respect and admiration. Isn't the goal worth striving for?

L. U. 119, Newark, N. J.

L. S.

Strength in Unity

A circular has been issued by President Gompers of the A. F. of L. to the officers and the members of the locals of the railroad brotherhoods and the International Bricklayers and Masons, voicing the sentiments of the last A. F. of L. convention on the subject of prevailing upon unaffiliated bodies to take their proper place in the great federation of the workers.

The stand is taken in the circular that if it be morally wrong for a wage earner to remain outside the fold of his trade or calling, or for a local of a trade to maintain a position of isolation from its national or international union, it is equally morally wrong for such a national or international union to withhold its affiliation from the A. F. of L.

It adds that since 1881 the A. F. of L. has endeavored to bring the great national and international unions of America into close fraternal relations in order to protect and further the interests of the wage earners with results that speak for themselves.

"In the A. F. of L.," says President Gompers, "we endeavor to bring about a co-operative effort to advance the interests of the toiling masses, to bring to the aid of an organization engaged in dispute the practical sympathy and aid of their organized brothers and sisters of labor. It is an effort to accomplish the greatest good to all concerned without inflicting upon any the evil of governmental authority by an individual or a number of individuals.

"In the face of antagonism of all kinds,

and from all sides, the A. F. of L. has steadily forged its way to the front, until today it stands pre-eminently as the living aggressive organized labor movement of our country. To become affiliated with the A. F. of L. is to manifest a duty which every bona fide organized body of workers must readily recognize.

"It is true that single unions have been beaten in pitched battles against the superior forces of united capital, but such setbacks are by no means disastrous; on the contrary, they call the attention of the workers to the necessity of more thorough organization, of the inevitable obligation of bringing the yet unorganized workers into the union, of uniting the hitherto disconnected local unions into national or international unions, and of effecting a yet higher unity by the affiliation of all national and international unions in one grand federation, in which each and all trade and labor organizations are and will be as distinct as the billows yet one as the sea.

"In the work of the organization of labor, the most energetic, wisest and most devoted of us, when working individually, cannot hope to attain the greatest success, but, by combining our efforts, all may. The combined action of all the unions is potent when exerted in favor of any one union, no matter how powerful that union may be, and is of even greater influence if exerted in favor of an unorganized or partially organized mass."

The circular concludes with the observation that in view of the great combinations of capital, of employers, the duty seems obvious for all wage earners not only to become members of their unions, but for the local unions of the trade and calling to be part of their national and international unions, and for these organizations to be bound together under the banner of the A. F. of L., to protect and promote the interests and

(Continued on Page 64.)

Casual Comment



Hats off to Philadelphia.

* * *

Labor must guard against too much regulation by law.

* * *

The Quaker City has set the pace for U. B. labor forward movements everywhere.

* * *

There is as great a danger in too much legislation as there is in too little.

* * *

Let us all strive concertedly for a 100 per cent organization in every city and town.

* * *

What the Philadelphia membership did during the recent organizing campaign U. B. members everywhere else should be able to do.

* * *

They are having another kind of U. B. forward movement in Chicago at present.

* * *

Reports from that city indicate that the spirit of solidarity among the men has been exemplary.

* * *

The increased death donations and the revised benefit schedules are now in full force and effect.

* * *

The General Treasurer's circular on the subject should be studied by every local official. It contains important information.

* * *

Now is the time to formulate plans looking toward restricting the inflow of European immigration when the war is over.

* * *

If we adopt a laissez faire policy, and allow the future to take care of itself,

we are likely to invite an economic upheaval caused by the influx of surplus labor.

* * *

The workman who usually whines about the union "never doing anything for him" is usually the kind of fellow who can do very little for himself when left on his own resources.

* * *

Secretary Jochade, of the International Transport Workers' Federation, is authority for the statement that on the whole 34.1 per cent of all the trade unionists in Germany have been enrolled in the army.

* * *

If we hedge the freedom of labor around with too many legal safeguards we may perhaps be unconsciously placing the workers of the future in a legal straight jacket.

* * *

In the opinion of President Gompers of the A. F. of L., organized labor has been the wage earners' greatest protection in the crisis that has come to American industry and labor through the European war.

* * *

The greatest test of organized labor's strength and constructive power is bound to come about when the war is over and the world tries to adjust itself once more to normal industrial conditions.

* * *

A learned authority who holds the professorship of political science in one of the leading universities estimates that one year of the war will mean a reduction of 20 per cent in the wealth of the countries involved.

* * *

It looks as if it were an unlucky day for Mr. John D. Rockefeller, Jr., when he crossed the path of the suave and un-

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swervable westerner who presides over the deliberations of the Industrial Commission in the person of Frank P. Walsh.

* * *

The U. M. W. of A. recently celebrated the anniversary of the eight-hour day, secured by union miners April 1, 1898. It seems a long time ago since the U. B. captured the first trenches in the great struggle for the shorter workday.

* * *

Our Philadelphia war correspondent cables that the presence of Commander-in-Chief Gompers and Brigadier-General Kirby on the firing line during the recent campaign inspired the U. B. troops to carry some of the most impregnable positions in the struggle to unionize the carpenters of the city.

* * *

Immigration figures for the month of February, recently issued by the federal department of labor, reveal a great falling off in alien arrivals as compared with February a year ago, due, of course, to the war. But 18,704 immigrants were admitted, as compared with 57,115 during the month of February, 1914, and 108,963 during March of the same year.

* * *

Hungary shows the greatest drop in the number of immigrants admitted during February, but eleven of that nationality coming to the country, while 6,696 were admitted during February last year. The Russian empire and Finland are next, the report showing that during February, 1914, 9,697 were admitted, while but 159 arrived during February, 1915.

* * *

The Iron City Trades Journal got off the following the other day: "Former Senator Beveridge says 'regular meals, outdoor exercise and freedom from routine are making the soldiers in the trenches.' Yes, and just about the time a batch of them gets well made along comes a shell and spoils the work"—and, dollars to doughnuts, a good, substantial

American shell, at that, manufactured in a twelve-hour day plant.

* * *

Judge Ben Lindsey of Denver has upset the calculations of his enemies once more. Their latest assault upon him was the heaviest yet launched, for along with attempting to blacken his personal character they also tried to abolish the Denver juvenile court and transfer its work to the district court, thus eliminating the position held by Judge Lindsey. The bills were vetoed and in addition the grand jury exonerated the judge of the charges of misconduct and indicted one of his accusers for criminal libel.

* * *

It is said that Commissioner of Labor James M. Lynch of New York state will not go out of office, but will be retained as a member of the new state industrial commission. It is also rumored that John Mitchell, who did splendid work as a member of the workmen's compensation commission, will be made chairman. It is to be hoped Governor Whitman will make these appointments. Two more capable men for the job could hardly be found, not alone in New York state but in the entire country.

* * *

The great task before the labor movement today is to deal constructively with unemployment through organization; to make effective protest against excessive prices; to prevent wage reductions, and demand that constructive work by municipalities and other governmental authorities shall be continued and more undertaken wherever possible.

* * *

The first anniversary of the Ludlow massacre of April 20, 1914, occurred last month and the minds of thousands of trade unionists were carried back to the hideous tragedy which riveted the eyes of the nation on the industrial struggle in Colorado. Wanton murder is abhorrent, and it is sad to think that so many lives should have been sacrificed in the strug-

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gle for social justice—but the Ludlow martyrs did not die in vain.

* * *

Indiana, at last, has got a workmen's compensation law. The law creates a state industrial board of administration, which provides schedules for the compensation of injured workmen. Methods of insuring against losses those employers who wish to come under the law are also provided, as the law is optional, it being held that the Indiana constitution precludes a mandatory provision.

* * *

Chairman Walsh of the Industrial Relations Commission thinks that it is time for this country to declare war against "low wages and the resultant indecent standard of living for a thinking and toiling race." But the war is on, sir. Trade union forces have been engaged in it for more than thirty years and there is today more than 2,000,000 trained trade union troops in the field. All that is needed now is the active support of all individuals and organizations that believe in the principle of social justice.

* * *

Here's a new one which we are told came from the European "front." In one of the recent series of battles a soldier just about to send his bayonet through the vitals of one of the enemy checked himself in the nick of time when he saw that his quarry held in his hand a card in the International Amalgamated Association of Engineers and so saved the life of a brother unionist. You may remark that the boy at the right side of the bayonet had unusual presence of mind or that the story is rather far-fetched, but, anyway, the moral is obvious—you can never tell what the union card may mean to you.

* * *

O. D. Reisinger, writing in the Minnesota Union-Advocate, complains of the low wages paid cabinet makers and millmen in St. Paul, which he attributes to weakness of organization. He shows that if these workers received the same rates paid their brother craftsmen in

other cities their pay would increase from \$5.20 to \$31.20 for every twenty-six days they work at straight time. This would, indeed, be good interest on the fifty or seventy-five cents a month which they would pay to their union in dues. It beats everything how indifferent some men are to their own welfare!

* * *

Damage suits to the amount of \$120,000 have been filed on behalf of the striking workingmen who were shot by armed detectives in the employ of the American Agricultural Chemical Company in the vicinity of Chrome, N. J., on January 19. Damages in the amount of \$10,000 for each victim are asked, all of whom were shot in the back. Attorneys for the strikers anticipate no difficulty in proving the liability of the company and look for judgment in full in each case.

* * *

We have previously called the attention of the members to the proportions which the stay-away list in The Carpenter has assumed in the past year and asked that they endeavor as much as possible to help in reducing it. We were of the opinion that the arrival of spring would see a big reduction in the number of the listed towns, but so far that has not been the case. Local union officials owe it to the membership in general to remove towns from the list when there is no imperative necessity of their being kept on it.

* * *

Another object lesson in the value of the union label comes from Boston, where it has been found that the non-union Ward Bread Trust has been using plaster of paris and other harmful and health endangering ingredients in the manufacture of its bread and other bakery products. The disclosures caused considerable excitement and drew from Ward himself the admission that such adulterants were used but that they were harmless. Plaster of paris, it should be remembered, is a mineral composition that is also being used by the Agricultural Department of the United States in a preparation for the extermination and killing of rats.

News Notes from Local Unions



Quincy, Ill., L. U. 1366.—Show case, frame makers, cabinet makers, bench and machine hands are advised to stay away from Quincy, as conditions in these branches of the trade have not yet returned to normal. J. Schulze, R. S.

* * *

Eau Claire, Wis., L. U. 1074.—Owing to prevailing dullness in the trade in this vicinity traveling brothers are requested to avoid Eau Claire. John. Haanstad, Sec.

* * *

Uniontown, Pa., L. U. 1010.—Owing to dull trade conditions which have existed for some months in Uniontown, all traveling brothers are urged to stay away. A large number of carpenters, members of the local, are unemployed, and prospects for the future are not bright. J. C. Cruse, Sec.

* * *

Lewiston, Idaho, L. U. 398.—Conditions in Lewiston in the carpentry trade are quiet despite misleading newspaper statements to the contrary. Traveling brothers are warned not to be influenced by them. It is giving us all we can do to keep what little work there is straight and there is quite a tendency to "scab." We hope with the aid of one or two other crafts who are working in harmony with us to come out all right in the near future. E. A. Rowley, R. S.

* * *

Parkersburg, W. Va., L. U. 899.—Owing to the fact that our trade movement for an eight-hour day and a minimum wage of \$3.60 is not yet adjusted, we urge all traveling brothers to stay away from Parkersburg until further notice. The outlook for the spring trade is good, but we are inclined to think that the contractors may endeavor to flood the town with men by means of a newspaper ad-

vertising campaign. Members of the U. B. are advised to beware of an effort of this kind. H. A. Lott, Sec.

* * *

Greenwich, Conn., L. U. 196.—In order to allay rumors that the firm of George Mertz Sons, contractors, of East Port Chester, were unfair to union labor, L. U. 196 recently took action in the matter and passed a resolution pointing out that the firm has been, and is, fair. All the work turned out by Messrs. Mertz is strictly union and they have signed agreements with L. U. 196 continuously during the last twelve years.—R. E. Talmadge, R. S.

* * *

Augusta, Ga., and Vicinity, D. C.—The Armour Packing Company has awarded a contract for the erection of a new packing plant at Augusta to the Evans Brothers' Construction Company of Birmingham, Ala., a firm which is known to be unfair to organized labor. Although committees from the Augusta locals, and the central body, made every effort to bring about an amicable adjustment of the difficulty, no progress could be made and the hiring of union men in the erection of the plant has met with poor results. This action of the Armour company, whose products are widely used among trade unionists, speaks for itself, and members of the U. B. are asked to take cognizance of it. J. W. Johnson, Sec. of D. C.

* * *

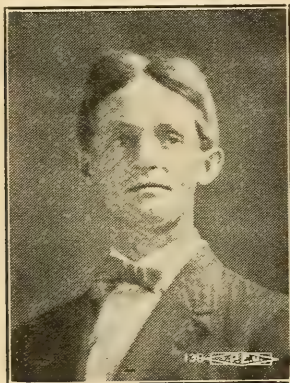
Information Wanted

Robert L. Brock, a well-known member of L. U. 1262, Chillicothe, O., has been missing from his home for some time and a wide search has been instituted for him. Brother Brock is 40 years old; weighs 175 pounds; stands five feet 10 inches tall, and is of light complexion with light brown mustache.

The Carpenter

On leaving home he wore a soft hat, dark suit, dark overcoat and brown sweater and carried a watch with his initials engraved upon it. Brock was a carpenter and contractor and a man of temperate habits. He leaves a wife and six children. Financial difficulties are the only reason assigned for his disappearance. His dues as a member of the U. B. were paid up to March 7. Send information to S. T. Stansbury, secretary, L. U. 1262, Chillicothe, O.

This is a photograph of D. L. Carson, former treasurer of Local Union 559, who left his wife and children on March 22, taking with him \$163.00 of the local's



D. L. CARSON.

money and has not been heard of since. He is about 5 feet 9 inches tall, weight about 135 pounds, light complexioned, dark brown hair. Brothers of the U. B. are warned to be on the lookout for him.

By order of Local 559, Paducah, Ky., J. S. Hopwood, F. S., 1227 Bernheim st.

Information is wanted regarding the whereabouts of George M. Watson, a carpenter, who left Huntington, Ind., about nine years ago for the West. He was about five feet nine inches tall, square built and erect in carriage; weighed about 180 pounds. Watson was of fair complexion with dark hair and mustache and eyebrows that almost came together above nose. He was rather reserved in manner and was left-handed. Reliable information will be ap-

preciated by his relatives and perhaps compensated by writing to John Q. Cline, attorney, Huntington, Ind.

This is a photo of Harvey A. Dean, a former member of L. U. 257, St. Louis, Mo., whose disappearance from home has been previously recorded in The Carpen-



HARVEY A. DEAN.

ter. Dean's present whereabouts is earnestly sought as his wife is ill and in poor circumstances. Address communications to Mrs. Harvey A. Dean, 507 N. Spring avenue, St. Louis, Mo.

Expelled for Embezzlement

This is a photo of C. W. Wilson, former financial secretary of L. U. 331 of



C. W. WILSON.

The Carpenter

Norfolk, Va., who has been expelled from that local on a charge of embezzlement of funds.

* * *

Movements for Better Conditions

L. U. 363, Elgin, Ill.—The members of the U. B. in Elgin have decided to start a trade movement to establish a minimum wage of 50 cents per hour, same to take effect on May 1. At the present time wages of 45 cents are being paid and some men are receiving 50 cents. Working hours in Elgin are eight per day.

* * *

L. U. 1862, Cedar Falls, Ia.—A minimum wage of 45 cents per hour, to take effect April 1, is the extent of a trade movement started by the union carpenters of Cedar Falls, which has received the sanction of the G. E. B. Present wages are 40 cents per hour and working hours are nine per day. Conditions in the trade are fair and the prospect of obtaining this increase, without trouble, is good.

* * *

L. U. 1285, Allentown, Pa.—This local of mill men has decided upon a trade movement this year to take effect May 1, calling for an increase in wages of two cents a day over the present scale of wages, which is 26 cents an hour. A nine-hour working day is also demanded. Conditions in the trade are apparently very good and we have every reason to hope for the successful outcome of our movement.

Decisions of Interest

The membership of the U. B. in Cincinnati recently hailed with pleasure the decision of Judge Lieghley, of the court of common pleas, in the case against the Casey Construction Company, which imported non-union labor to work on the city filtration plant contract and resulted in the conviction of their superintendent, named Stange, on the charge of violating the eight-hour ordinance. Stange was sentenced to pay a fine of \$500 and costs and serve sixty days in the workhouse. The case was prosecuted by President

Dolan, of L. U. 11, and was backed by the District Council and other labor organizations. Judge Lieghley refused to grant Stange a new trial and held that the eight hour ordinance was valid.

In Boston recently the Boston D. C. secured a decision from the State Board of Labor and Industries that contractors on State work must pay the full wage scale. Complaint was made that certain bridge contractors were not paying the prevailing rate. The contractors insisted that the building of "forms" or concrete work only called for "handy" men, but the unionists produced evidence to show that these form builders worked from plans and blue prints. The board decided against the contractors and ruled that as 55 cents per hour was the rate in that locality, this amount should be paid.

Good and True

If we do the best we can
Working the eternal plan,
Whether cultured or self-made,
Keeping thoughts and acts up-grade
Our record will be right.

Decent as a man can be,
Sure of his integrity,
Making character for self
Preferable to gain of self—
The motives make the man.

Still keep kind nor lose your grit,
Watch out for the hypocrite
Who would tear your good name down
Whispering scandal through the town—
Your life refutes the lie.

You'll find others good and true
Who will make it up to you
And among the faithful few
Hope and courage then renew—
This is the mortal life.

And the really happy way
Loving kindness to repay—
When you've had a favor done
Is to pass the good deed on—
Thus make life worth living.

Brothers in a righteous cause,
Must observe fraternal laws,
As thyself thy neighbor love—
God and conscience will approve—
And this is labor's plan.

MARGARET SCOTT HALL.

Craft Problems



"A Joint in Roof Framing"

(By Rowland Hill, L. U. No. 1582.)

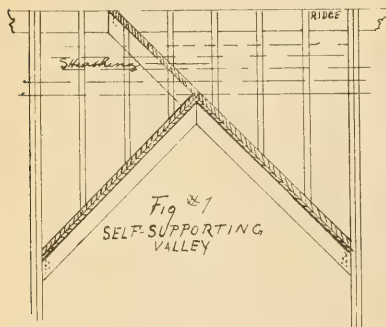
In Fig. 1 we show how we frame dormer valley rafters, and feel that it is correct.

Figure 2 shows how about 95 per cent. of this work is done here in my home city, Cincinnati, Ohio, and the claim is made that it is best and cheapest, and that's the way the boss wants it done.

Now let us see about it! In Fig. 1 self-supporting system we have seven cripple rafters to cut, making fourteen bevel cuts to make.

In Fig. 2, header system, we have twelve cripples, making twenty-four bevel cuts to make, a difference in labor of ten bevel cuts in favor of Fig. 1, and representing one dollar saved here in labor.

Figure 1 valleys contain a few more feet of lumber than Fig. 2 valleys, but the extra amount would ordinarily

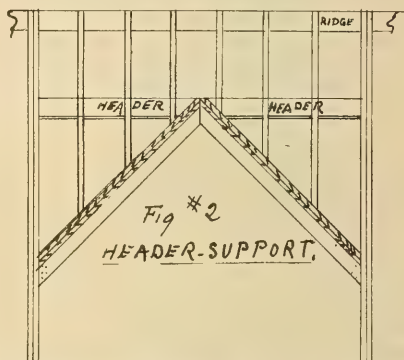


amount to ten feet, say 25 cents' worth, thus far a sum of 75 cents in favor of Fig. 1.

Figure 2 would require a double header, two pieces 2 x 8 x 10—twenty-seven feet of lumber, at 2 cents per foot, 54 cents—nails and labor, scaffolding, etc., two men to make it and get it in place, would easily cost one dollar. Thus we have so far a loss amounting to two dol-

lars and twenty cents for the pleasure of pleasing the boss.

It generally costs more to erect Fig. 2



because the foreman that does this class of work lacks framing skill, and the cutting is done up on top according to the fit and cut and trust to providence method, and Fig. 1 is done on the ground, where such work can be done best.

Valleys Fig. 1 are spiked all together and raised up complete, spiked in place and they are the scaffold for nailing in the cripples.

Figure 1 construction strengthens the roof, Fig. 2 weakens it. Its sagging weight results in broken slate and plaster, and its walls resting on attic joists depresses them, making floor uneven. Altogether it's just a bad job and each dormer in the roof built like Fig. 2 depreciates the value of the house just about \$100.00

Let us stop trying to please the boss by causing him to lose money and injuring our craft.

Sketch of Tool Box

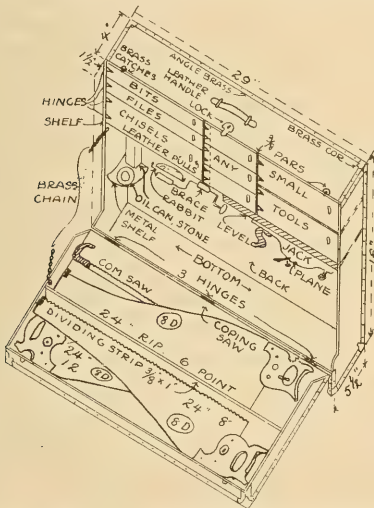
(By A. A. Stafford, L. U. 141.)

Possibly it may be of interest to many brothers to know the details of the handiest toolbox made. I had the fortune to get some oak-veneered stuff three-eighths inch thick and five ply to build the box

The Carpenter

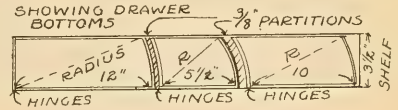
with. All angles are mitered, glued and nailed both ways. Then I put on brass corners, besides bending sheet brass angles, as shown, one-half inch each way and nailing every inch with roundheaded brass nails, so that the box is light and strong. I have a little advantage over some in that I am replacing all my tools with the lightest I can buy. Note: Three saws, 24-inch—what's the use to lug old junk we don't need? Three and a half-inch sweep bit stock is just as good; we don't have to turn any more two-inch augers.

The dimensions on this suitcase are marked. The cover shows let clear down, but is held out to about 45 degrees by a small chain, which closes inside. The saws, on top, need only one little screw at end of 8 point to hold them in place, as they are the right length (length taken



from them). The rip, as shown, needs a round post to come through the handle, with a sheet metal one way button and a roundheaded screw to hold it, and at the point a small piece of sheet metal to stick the saw under. Coping saw is held under the rip by two small hooks. I took the ends of brass piping such as the plumber cuts off, sawed them in two lengthwise with a hacksaw and straightened them out to do this with. Now, by cutting out as shown for cut, two inches is left at bottom. The cut is rabbeted all around

one-eighth of an inch so as to shut tight, allowing enough on ends for this take-up. Fit the whole body just right before putting the glue on. The handle must be put on before the drawer work is put



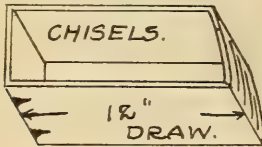
in so the strap rivets can be headed up. Eight inches up from the bottom a shelf is put in one-quarter of an inch thick for the first drawers to rest on and between the drawers there is three-sixteenths-inch shelving. These are all gained in one-sixteenth-inch at ends and glued. Don't gain clear out; leave one-eighth of an inch in face for blind and cut out the corner for shelves. This stuff is all sprung in after the box is done. The partitions are worked out on curve to fit radius of drawers and are three-eighths-inch thick. (See detail of drawer bottoms on shelf. The dotted lines are the radii from hinges.) The end of drawers are worked out three-sixteenths-inch thick on curve to fit partitions. This is to get all the room in drawers that can be. The hinge-end of drawers can be a little thicker for strength; this stops all sticking. A piece of leather put on, as shown, with a screw is fine to pull them out with. Hang them with small or ornamental brass hinges. Cut off part of one end, turn it in against the side of partition, and then when the drawer is open the pull is lengthwise on the hinges.

The partitions must be well fastened to the back and top by metal anchors so the top will carry the weight. It takes a craftsman with a little ability to build this case, I find.

Directly under the bottom of shelf I have a two-foot aluminum level; under it a Chaplin jack plane on grabhooks, independent of everything else. Then at left my brace and a bull nose rabbet, Stanley No. 75. Then in the left corner a sheet metal shelf, with oil can and four-inch emery stone. This leaves the bottom clear for hammer, bar, axe, scrub

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plane, clamp, nail chisel, etc. I use a 10x16-inch square, which fits all needs and is light; this sets in between saws and drawers. The drawers for bits and



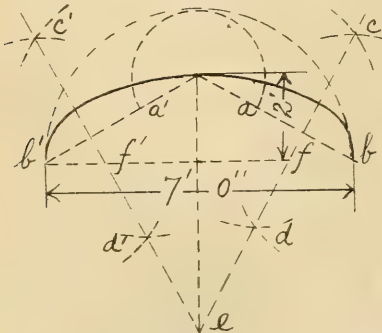
files should be one-sixteenth-inch inside. The other one is deep enough for a few short chisels and automatic screwdriver twelve inches long for these drawers. Then a short tier in center for punches, drills, etc. Next two will take the next larger tools, so in all one can carry practically all tools needed nowadays in this case.

In conclusion, brothers, if you start to build this, and do it well, you must be a mechanic and work your head as well as your hands. When you start the drawer work get everything ready first; then to place, begin at righthand end, shelf one and partition, then two and partition, then the last two, if properly fitted, will slide in easy. This gives a chance to fasten the partition well. See that every drawer will fit properly. Fit and fasten the hinges in on partition first, then put drawers in and fasten hinges to it.

Three-Centered Arch

(By J. B. Tabb, L. U. 331.)

To lay out a three-centered arch, take any convenient radius and use A and B



as centers, forming the arcs C and D; draw a line through C and A and connect

E. Use A, B, C and D and connect E, thus getting the long radius for center. F and F are the short radii.

This arch closely resembles an ellipse and should not be made too flat. Two feet rise to seven-foot span is a good proportion.

Some "Do's" for Mechanics

(By Owen B. Maginnis.)

There have been so many "Don'ts" printed from time to time that a few "Do's" may not come amiss:

Do your work right up to the handle without slighting or carelessness in minor detail, omission of nails or any trivial item which may lessen the value of the work or jeopardize its safety.

Be square as a mechanic to your fellow workman. The petty jealousy and mean spiritedness which some men show to others who may perhaps be more skilled or successful than themselves is silly and senseless. No two men are alike; a few excel but most of us must play a minor part, so do be content, although it is a trial to suffer and be still.

Be patient in times of difficulty or when in the affairs of daily life things "gang alee." Neither worry, irritation, nor bad temper will help the situation, but calmness and thought may.

Avoid being blatant or boastful about what you have done or can do in your line of work. If a boss inquires as to your past experience or capabilities in any direction, tell him what you can accomplish, quoting accurately and truthfully, how, where, and when you did it.

Be slow in tackling work. At least give adequate consideration to it before commencing! To take pot luck is to court or, perhaps, find failure. When the job is difficult or uncertain many, in a spirit of anxiety, fear that they will not do enough, and start without thinking, to the detriment of both the work itself and their reputations as mechanics. To think as one proceeds, to calculate just how the job will work out no mat-

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ter how small, is a very important part of a carpenter's business.

Be clean and neat in appearance. The saying that "First impressions are lasting," is not always correct, but it is a good thing at any rate to appear neat and clean before a prospective employer and also on the job. Even if one's clothes are old or worn they can be kept clean. Overalls can be washed, and on a dirty or dusty job can be shaken or brushed off so as to be fit next morning. Keep shaved and if possible wear a clean collar and polished shoes. One of the very best modern mechanics has been heard to say, "That as long as a man had on a clean collar and shoes shined he looked respectable," and this is true. "To be slouchy, unkempt or unpresentable is not a recommendation, as to accuracy or neatness of work.

Be careful of tools, whether your own or borrowed. It is a poor policy, for example, to bang up chisel or screw-driver handles with a hammer when a mallet is handy, to let saws rust or commit similar faults. Better care for your tools, as they are your means of livelihood and a valuable asset of equipment. Except when in very bad circumstances, do not pawn or sell them. You can not help their getting broken or stolen, but this is a loss which costs money to replace.

Many employers judge a new man's thoroughness by the condition of his tools.

Be circumspect in language and demeanor especially in the jobbing line. Profanity, chewing, spitting and so forth are not conducive to the popularity of mechanics who work in a household where women and children abide. Good manners and quiet, simple conduct without noise, flurry or hustle are sure to be appreciated.

Consider weak, sensitive or sick people and their feelings or sufferings and be diplomatic so as not to offend by expressing your own opinion or criticising the foibles of others.

Be generous in disposition. If a job takes a few minutes of your own time

as you may not be able to finish it in the boss's, work a little over to avoid going back the following day. It does not pay to be miserly penurious of time or money. People will say it "was very decent of you to do a favor or stretch a point," and there is generally a comeback to giving full satisfaction which will prove profitable to the man who does it.

Be obliging in all things when possible, for this gives you the good word of another, but do not let yourself be imposed upon or too good natured or soft lest you merit the ridicule of your fellowmen.

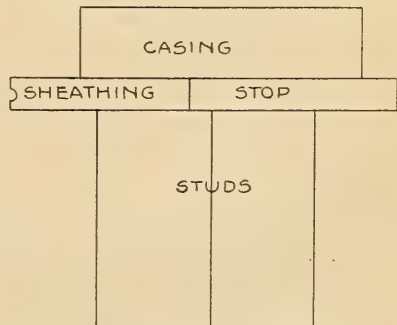
Finally, be courageous and confident and do your best in all things with discretion and good judgment and patient under rebuke or adversity—trust in Providence and work honestly and to the best advantage of all.

Window Frames and Cornices

(By John Upton.)

To build a window frame which will not cost much and at the same time answer every purpose, why not use planed studs at the sides of the window? It will be sufficient to plane one side and both edges, set them the correct distance apart so that the window will just go between them. There should be two on each side.

Before putting on the sheathing, in case you are using planed and matched stuff, take a strip two or three inches wide and, after nailing the window sill in place between the studs, fasten this

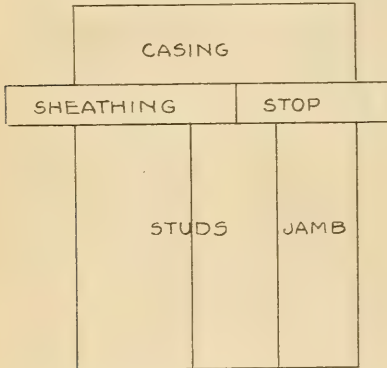


strip on the outside of your studs, letting it project one-half inch to form the stops.

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Put one at the top also. Place the casing on the outside in the usual manner.

If you use boards and make the jambs in the regular way, you may find it well to make them seven-eighths of an inch narrower than usual, i. e., four and seven-eighths inch wide for 2x4 studs. You can put in a piece of the seven-eighths-inch stuff for the top, nailing it



to the outside edge of the jambs. In this case the piece should be one and three-eighths inches wide so as to cover the jamb and extend in one and one-half inches. Either of these methods will give a frame more nearly windproof than if you were to nail stops on the inside of the jamb.

Again, the cornice is often a costly part of the building, and if you use good lumber it will figure up to quite an item in a building of any size. What is called "the open cornice" is often made to cost more than what is known as the box cornice. It is a simple matter to build an open cornice which will be inexpensive and yet look well. If the rafter studs are made at the mill and use considerable molding, you will find this foots up fast. To save expense of rafter studs, use pine 2x4's, planed; cut the rafters even with the plate and nail a short piece of the 2x4 onto each rafter. One can use rough lumber for the rafters and just plane the ends which are to show. Leave them square on the ends. Put in a piece of 1x4 or 1x6 on the ends of the rafters. If the rafters extend below this, saw them off on the level. Put an extra pair at each end of the roof. You can

use a strip of the same as put on the ends of the rafters, then take some pieces of planed 2x4 the right length and place between this strip and the sheathing, having them up next to the roof-boards, running parallel with them, thus the gable ends will correspond with the eaves.

Which Is Right?

A short time ago the editor received a letter from Brother W. J. Martin, recording secretary of L. U. 772 of Clinton, Iowa, relative to a question which has been the basis for considerable argument and controversy as to what is a "right-hand" or a "left-hand" door.

Brother Martin says: "Lately several of the boys—among them two foremen—got into a discussion as to what was a 'right-hand door' or a 'left-hand door.' Some claimed that a 'right-hand door' was one swinging into the room to the right as you passed in; the others contended it was one swinging into the room to the right as you passed out. Very likely there is an agreement among those connected with the building trades in regard to this matter, but such an agreement, if there is one, is not generally known."

This should give our members an opportunity of airing their views on the question.

Roof Framing

A correspondence course in the art of roof framing by a practical carpenter who has the endorsement of the unions where he teaches is offered by Brother Rowland Hill, a member of L. U. 1582. Brother Hill is well known to readers of *The Carpenter* as a contributor of craft problems, especially of those dealing with roof framing. The correspondence course will consist of twenty lessons in twenty weeks, complete with lesson papers, details, plans and full instructions in plain workmanlike manner. Informing readers of *The Carpenter* of the proposed course, Brother Hill says: "If you are ambitious to become a good roof framer, you can not go wrong by having my help. You do not need a library of text books which you can not understand, but you do require the help of one who has helped many others in twenty years' experience as an instructor." He is the originator of the "Hill method of roof framing," and the inventor of the "Hill roof framing square," one of which is presented with instructions to each student. This is reputed to be one of the best framing squares, giving all lengths and bevels for any kind of roof the plans can show. For full information address: Rowland Hill, 4438 Allenham street, Sta F., Cincinnati, O.

Für Unsere Deutschen Leser



Verhandlungen der ersten Vierteljahres-Sitzung 1915, des General-Exekutiv-Board.

Fond du Lac, Wis. — Ein ähnliches Gesuch der L. U. 782 wird bis zur April-Sitzung zurückgelegt.

Lincoln, Neb. — Gesuch der L. U. 1055 um Geldbewilligung zur Unterstützung ihrer Organisationsversuche im Staate Nebraska. Gesuch wird abgelehnt und die Angelegenheit an den G. B. verwiesen.

Präsident Thomas Williams, des Bau-Departements der A. F. of L., erscheint und wird der Wiederanschluß an das Departement diskutiert. Er erbietet sich in der Erzielung dieses Resultates behilflich zu sein.

Lincoln, Neb. — Gesuch der L. U. 1055 um Erlassung ihrer Kopfsteuer für das erste Vierteljahr 1915. Wird abgelehnt, da der Board nicht die Macht hat, der General-Offize schuldige Kopfsteuer zu erlassen.

Kansas City, Kan. — Gesuch der Millwrights Union 1529 um Geldbewilligung zu Organisationszwecken wird abgelehnt, doch die Frage des Organisations an den G. B. zur Berücksichtigung verwiesen.

New Castle, Pa. — In einem ähnlichen Gesuche der L. U. 206 wird ebenfalls obige Verfügung getroffen.

Beaumont, Tex. — Gesuch der L. U. 392 um Geldbewilligung zur Besoldung eines Geschäftsagenten. Wird abgelehnt, da der Board nicht die Macht hat zur Besoldung von Geschäftsagenten beizutragen.

Jargo, N. D. — L. U. 1176 wünscht in einem Schreiben, daß ihren arbeitslosen Mitgliedern Aussperrungs-Benefit gewährt werde. Wird abgelehnt.

Erie, Pa. — Gesuch des D. C. um Sanction ihrer Bewegung für Erringung von Union-Shop Bedingungen und um finanzielle Unterstützung. Offizielle Sanction wird erteilt und die Finanzfrage bis zum Eintreffen der Situationsberichte in der G. O. zurückgestellt.

Hudson Co., N. J. — Gesuch um Genehmigung einer zu fordernden, am 1. Mai inkraft zu tretenden Lohnerhöhung von 50 Cents per Tag und um finanziellen Beistand. Letzteres soll in Erwägung gezogen werden sobald Situationsberichte einlaufen. Die Forderung wird genehmigt.

Lancaster, Pa. — Gesuch der L. U. 59 um Genehmigung einer Forderung für Lohnerhöhung von 5 Cents per Stunde und Reduktion der Arbeitszeit von 9 auf 8 Stunden per Tag; inkraft zu treten am 1. April 1915.

Genehmigung wird erteilt; finanzielle Unterstützung soll erfolgen je nachdem Berichte der Gen.-Offize zugehen.

Terre Haute, Ind. — Gesuch der L. U. 133 um Genehmigung einer Bewegung für Erhöhung des Lohnes von 5 Cents per Stunde und den Samstag-Halbfeiertag; inkraft zu treten am 1. Mai 1915. Es wird dieselbe Verfügung getroffen wie im vorhergehenden Falle.

Millville, N. J. — Gesuch der L. U. 305 um offizielle Sanction einer zu fordernden Lohnerhöhung von 3½ Cents per Stunde und Einführung des Samstag-Halbfeiertags; inkraft zu treten am 1. April 1915. Die gewünschte Sanction wird erteilt.

Asheville, N. C. — Gesuch der L. U. 384 um Sanction und finanzielle Unterstützung einer Bewegung für Lohnerhöhung von 5 Cents per Stunde; inkraft zu treten am 1. Mai 1915. Sanction wird gewährt; finanzielle Unterstützung soll erwogen werden je nachdem Berichte in der Gen.-Offize einlaufen.

Philadelphia, Pa. — Gesuch der L. U. 454, Wharf and Dock Builders, indossirt vom Philadelphia D. C., um offizielle Genehmigung und finanziellen Beistand zur Erringung einer Lohnerhöhung von 2½ Cents per Stunde am 1. Mai 1915. Der Board trifft dieselbe Verfügung wie im vorhergehenden Falle.

2. Februar 1915.

Alhambra, Ky. — Gesuch der L. U. 472 um offizielle Sanction einer zu fordernden Lohnerhöhung von 5 Cents per Stunde und den achtfündigen Arbeitstag; inkraft zu treten am 1. April 1915. Sanction gewährt.

Reading, Pa. — Gesuch der L. U. 472 um offizielle Genehmigung und Unterstützung einer Bewegung für eine Lohnerhöhung von 5 Cents per Stunde und den Achtstundentag; inkraft zu treten am 1. April 1915. Genehmigung erteilt, Unterstützung soll erwogen werden je nachdem Berichte der Gen.-Offize zugehen.

Charleston, W. — Gesuch der L. U. 518 um Genehmigung und finanzielle Unterstützung einer Forderung für Lohnerhöhung von 10 Cents per Stunde und Verkürzung der Arbeitszeit von 9 auf 8 Stunden per Tag; inkraft zu treten am 1. April 1915. Verfügung des Board wie oben.

Ithaca, N. Y. — Gesuch der L. U. 603 um Sanction und finanziellen Beistand in einer zu fordernden Lohnerhöhung von 2 Cents per Stunde die am 1. Mai 1915 inkraft treten soll. Der Board trifft dieselbe Verfügung wie oben.

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Spring Valley, Ill. — Gesuch der L. U. 631 um Genehmigung einer zu fordernden Lohnerhöhung von 5 Cents per Stunde; inkrast zu treten am 1. Mai 1915. Diefelbe Verfügung wie oben.

Mitteilungen werden besprochen von L. U. 161 Reno, Wis., und vom Milwaukee, Wis., D. C., bezüglich der Controverse zwischen erwähnter L. U. und gewissen Mitgliedern des Milwaukee D. C.; eine Angelegenheit die bereits in 1912 und 1913 den G. P. und das G. C. V. beschäftigten und schließlich der letzten, in Indianapolis stattgefundenen Konvention, unterbreitet und dem Board zur speziellen Berücksichtigung überwiesen wurde Da kein neues Beweismaterial vorliegt das eine Revision der Angelegenheit rechtfertigen könnte, beschließt der Board von jeder weiteren Maßnahme abzusehen und daher L. U. 161 anzuweisen der Anordnung der Konvention vor dem 1. Juli 1915 nachzukommen.

Hamilton, O. — Gesuch der L. U. 637 um Genehmigung und finanzielle Beistand in einer Bewegung zur Durchführung einer Lohnerhöhung und eines Vertrages für zwei Jahre; inkrast zu treten am 1. Mai 1915. Genehmigung wird erteilt und die finanzielle Frage bis zum Einlaufen eines Situationsberichts zurückgestellt.

Ottawa, Ill. — Gesuch der L. U. 661 und Entsch. des Board wie im vorhergehenden Falle, mit dem Unterschied, daß die Lohnerhöhung am 1. April 1915 inkrast treten soll.

Amarillo, Tex. — Gesuch der L. U. 665 um Sanktion und Unterstützung einer Forderung für einen Minimallohn von 50 Cents and achtstündige Arbeitszeit; inkrast zu treten am 1. Februar 1915. Dieses Gesuch wird aufgrund der Bestimmungen der Sect. 144 der Gen.-Konstitution abgemessen, welche vorschreiben, daß das Frageformular sechzig Tage vor inkrasttreten einer Forderung dem G. C. zuzustellen ist, welchen jedoch die L. U. nicht nachgekommen ist.

Franklin, Pa. — Ein Gesuch der L. U. 682 in dem die Forderung nicht genau angegeben ist, wird an den G. C. behufs Einholung näherer Information verwiesen.

Burlington, Vt. — Gesuch der L. U. 683, indoffirt vom D. C., um Genehmigung und finanzielle Hilfe in einer Bewegung zur Einführung eines Minimallohnes von 44 Cents per Stunde und des Samstag-Halbfeiertags; inkrast zu treten am 1. April 1915. Der Board erteilt Genehmigung; die Finanzfrage zu regeln wie in vorhergehenden ähnlichen Fällen.

Diron, Ill. — Gesuch der L. U. 790 um Genehmigung und finanzielle Unterstützung einer zu fordernden Lohnerhöhung von 5 Cents per Stunde die am 1. Mai 1915 inkrast treten soll. Genehmigung erfolgt; Unterstützung dergleichen je nachdem Berichte einlaufen; doch empfiehlt der Board, daß die

nächste Forderung der L. U. die Einführung des Achtstundentags sein soll.

Parfessburg, W. Va. — Gesuch der L. U. 899 um Sanktion und finanzielle Hilfe in einer Forderung für eine Lohnerhöhung von 5 Cents per Stunde und den Achtstundentag; inkrast zu treten am 5. April 1915. Sanktion wird erteilt, die Finanzfrage soll wie in vorherigen Fällen erledigt werden.

Richmond, Ind. — Gesuch der L. U. 912 um Genehmigung und Unterstützung einer zu fordernden Lohnerhöhung von 5 Cents per Stunde und einen neuen Arbeitsvortrag. Der Board verfügt wie im vorhergehenden Falle und empfiehlt der L. U. ihre nächste Forderung möge der Achtstundentag sein.

Springfield, Mo. — Gesuch der L. U. 978 um Genehmigung und finanzielle Unterstützung einer zu fordernden Lohnerhöhung von 5 Cents per Stunde; inkrast zu treten am 1. Juni 1915. Verfügung wie oben.

Washington, Ind. — L. U. 1076 stellt dasselbe Gesuch wie im vorhergehenden Falle; die Lohnerhöhung inkrast zu treten am 15. März 1915; auch trifft der Board dieselbe Verfügung, vorausgesetzt, daß die L. U. die Zeit des inkrasttretens auf den 1. April 1915 festsetzt. In diesem Falle wird ebenfalls empfohlen, daß die nächste Forderung der Achtstundentag sein möge.

Paragould, Ark. — L. U. 1103 stellt ebenfalls dasselbe Gesuch, die Lohnerhöhung inkrast zu treten am 1. April 1915. Der Board trifft dieselbe Verfügung und macht dieselbe Empfehlung wie oben.

Kittaning, Pa. — Gesuch der L. U. 1129 um offizielle Genehmigung und finanziellen Beistand in einer Bewegung für Lohnerhöhung von 50 Cents per Tag; inkrast zu treten am 1. Mai 1911. Genehmigung wird erteilt; finanzielle Unterstützung soll gewährt werden wie in den vorherigen Fällen.

Salem, O. — Gesuch der L. U. 1282 um Sanktion und finanzielle Hilfe in einer zu fordernden Lohnerhöhung von 5 Cents per Stunde und den Achtstundentag. Sanktion gewährt; die Finanzfrage zu erledigen wie in vorhergehenden Fällen. Die Forderung inkrast zu treten am 1. April 1915.

Auf Gesuch des Präsidenten Dahl, der Metallpolierer, wird der G. P. ersucht, obigem im Organisieren der Angehörigen dieses Gewerkes, in New Briton und New Haven, Conn.; behilflich zu sein wenn es notwendig erscheint.

3. Februar 1915.

Boiton, Mass. — Eine Mitteilung der L. U. 1824, bezüglich der Organisierung der Library Bureau Company, auch außerhalb der Stadt Chicago, wird in Erwägung gezogen, jedoch von einer Maßnahme in der Angelegenheit vorläufig abgesehen, da sich der G. P. bereits derselben angenommen hat.

Allentown, Pa. — Gesuch der L. U. 1285,

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indossiert vom Lehigh Valley and Slate Belt D. C. um Genehmigung einer Bewegung für Lohnerhöhung von 2 Cents per Stunde und Verkürzung der täglichen Arbeitszeit auf 9 Stunden; inkraft zu treten am 1. Mai 1915. Genehmigung wird erteilt und die gewünschte finanzielle Hilfe soll geleistet werden je nach dem Berichte in der Gen.-Offize einlaufen.

Gigbee, Mass. — Eine, von L. U. 1533 beabsichtigte, am 1. Januar 1915 inkraft zu tretende Lohnforderung, ist vorläufig gegenstandslos geworden, weil obiger Datum verstrichen ist und wird der G. C. angewiesen nähere Information einzuholen.

North Wales, Pa. — Besuch der L. U. 1562, indossiert vom Montgomery County D. C. um Sanktion und finanzielle Unterstützung einer Lohnforderung der „inside“ Arbeiter; inkraft zu treten am 1. Mai 1915. Sanktion wird gewährt und im übrigen wie in vorhergehenden ähnlichen Fällen verfügt.

Plymouth, Mass. — Besuch der L. U. 1591 um Sanktion und Unterstützung einer Bewegung zur Durchführung eines Minimallohns von 50 Cents per Stunde am 1. Mai 1915. Wird gewährt.

Taney, Kan. — Besuch der L. U. 1676 um Genehmigung einer Bewegung zur Verbesserung der Arbeitsbedingungen; die Forderung soll am 1. Januar 1915 inkraft treten. Der G. C. wird angewiesen, nähere Information einzuholen.

Fairbury, Ill. — Besuch der L. U. 1780 um Sanktion und finanzielle Unterstützung einer Forderung für einen Minimallohn von 40 Cents per Stunde und den Neunstundentag; inkraft zu treten am 1. April 1915. Sanktion wird erteilt.

Cedar Falls, Ia. — Besuch der L. U. 1862 um Genehmigung und Unterstützung einer zu fordernden Lohnerhöhung von 5 Cents per Stunde; inkraft zu treten am 1. April 1915. Besuch gewährt mit der Empfehlung, daß die nächste Forderung der L. U. die achthündige Arbeitszeit sein möge.

Kansas City, Mo. — Besuch der L. U. 1864 (Vor. Makers) indossiert vom D. C. um Genehmigung und Finanzierung einer Bewegung zur Erlangung eines Arbeitsvertrages an oder vor dem 1. Mai 1915. Genehmigung wird erteilt und soll die Finanzfrage gemäß der einlaufenden Situationsberichte erledigt werden.

Der G. P. berichtet, daß gewisse Holzhändler in Michigan, anstatt wie früher, Holz, jetzt die zusammengefügten Artikel für die Errichtung von Häusern lieferten. Diese Angelegenheit wird indessen zurückgestellt bis Information vorliegt die eine erfolgreiche Abwehr gegen diesen Gebrauch möglich macht.

Die Rechnungsexperten-Firma Rau, Ruff & Smearingen, in Cleveland, O., erbieten sich in einem Schreiben die vierteljährliche Prüfung und Revision der Finanzen der G. O. während der zwei, mit dem 31. Dezember 1916 endenden, Jahre für eine Gebühr von

500 Dollar per Jahr auszuführen. Der G. C. wird instruiert sich unter dieser Bedingung mit obiger Firma in Verbindung zu setzen.

Der General-Sekretär unterbreitet nachstehende Angebote für Drucksachen:

Deutsche Konstitutionen.

Iron City Trades Journal Publishing Co., Pittsburgh, Pa.: 10,000 Deutsche Konstitutionen, \$175.00; 4 extra Seiten, \$5.00 per Seite.

Bookwalter-Ball Printing Co., Indianapolis, Ind.: 10,000 Exemplare, \$202.50.

Harrington & Folger, Indianapolis, Ind.: 10,000 Exemplare, \$188.00; extra Seiten, \$2.92 per Seite.

The Cornelius Printing Co., Indianapolis, Ind.: 10,000 Exemplare, \$195.00.

The Bramwood Press, Indianapolis, Ind.: 10,000 Exemplare, \$185.00; 10,000 Exemplare mit 4 extra Seiten, \$13.00 extra.

Da die Bramwood Press in Indianapolis das niedrigste Angebot für 10,000 deutsche Konstitutionen macht, wie oben spezifiziert, wird ihr dieser Kontrakt zugesprochen.

Französische Konstitutionen.

Iron City Trades Journal Publishing Co., Pittsburgh, Pa.: 10,000 Exemplare, \$181.00; 4 extra Seiten, \$5.75 per Seite.

Bookwalter-Ball Printing Co., Indianapolis, Ind.: 10,000 Exemplare, \$202.50.

Harrington & Folger, Indianapolis, Ind.: 10,000 Exemplare, \$170.00; extra Seiten, \$2.65 per Seite.

The Cornelius Printing Co., Indianapolis, Ind.: 10,000 Exemplare, \$219.00.

The Bramwood Press, Indianapolis, Ind.: 10,000 Exemplare, \$185.00; 10,000 Exemplare mit 4 extra Seiten, \$13.00 extra.

Da Harrington & Folger in Indianapolis das niedrigste Angebot machen, wie hier oben spezifiziert, wird dieser Kontrakt dieser Firma zugesprochen.

Rituale.

Iron City Trades Journal Publishing Co., Pittsburgh, Pa.: 3,000 englische Rituale, \$298.00; 100 deutsche, \$35.00; 100 französische, \$36.50.

Bookwalter-Ball Printing Co., Indianapolis, Ind.: 3,000 englische, 15½ Cents per Exemplar; 100 deutsche, 41 Cents, und 100 französische, 41 Cents per Exemplar.

The Cornelius Printing Co., Indianapolis, Ind.: 3,000 englische, \$498.00; 100 deutsche, \$38.00; 100 französische, \$43.50.

The Bramwood Press, Indianapolis, Ind.: 3,000 englische, \$465.00; 100 deutsche, \$40.00; 100 französische, \$40.00.

Da die Iron City Trades Journal Publishing Co. in Pittsburgh laut Spezifikation, für 3,000 englische, 100 deutsche und 100 französische Rituale, das niedrigste Angebot macht, wird dieser Firma der Kontrakt zugesprochen.

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Mitgliedsbücher.

Iron Cith Trades Journal Publishing Co., Pittsburgh, Pa., 100,000 Exemplare, \$8,050.00; Bookwalter-Ball Printing Co., Indianapolis, 100,000 Exemplare, \$8,= 000.00; Harrington & Folger, Indianapolis, 100,000 Exemplare, 9 Cents per Buch; Cornelius Printing Co., Indianapolis, 100,= 000 Exemplare, 8½ Cents per Buch; Bramwood Press, Indianapolis, 100,000 Exemplare, \$8,000.00.

Die Bookwalter-Ball Printing Co. in Indianapolis macht, nach obiger Spezifikation, das niedrigste Angebot für 100,000 Mitgliedsbücher und wird dieser Firma der Kontrakt hierfür zugesprochen.

4. Februar 1915.

Der Sekretär wird angewiesen bei der Bookwalter-Ball Printing Co. in Indianapolis anzufragen, ob sie den Druck des „Carpenter“ für den jetzigen Preis, und bis die V. B. ihre eigne Druckerei errichtet hat, fortsetzen will oder nicht.

Findlay, O. — Gesuch der L. U. 822 um offizielle Sanktion und Unterstützung einer zu fordernden Lohnrerhöhung von 1 2/3 Cents per Stunde, inkraft zu treten am 1. April 1915. Wird gewährt und der L. U. empfohlen, daß ihre nächste Forderung den Achtstundentag einschließe.

Coffeyville, Kan. — Eine Zuschrift von L. U. 1212 wird verlesen in welcher um finanzielle Unterstützung ihrer, von einer Aussperrung betroffenen, Mitglieder nachgesucht wird. Die Aussperrung war die Folge einer Lohnforderung; da jedoch L. U. 1212 der Sekt. 144 der Gen.-Konstitution nicht nachkam und das Frageformular nicht sechzig Tage vor inkrafttreten der Forderung dem G. S. zugesandt hatte, gestatten es die Umstände dem Board nicht das Gesuch zu gewähren.

Philadelphia, Pa. — Der Carpenter-Council des Staates ladet die Boardmitglieder zum Besuch seiner, am 15. Februar in Pittsburgh stattfindenden, Jahres-Konvention ein. Die Einladung wird angenommen und diejenigen Mitglieder die es möglich machen können, werden der Konvention beizumohnen.

Brooklyn, N. Y. — L. U. 241 ersucht um Erwägung der Frage, ob es nicht ratsam sei den Lokal-Unionen, während der großen Arbeitslosigkeit zu gestatten, den General-Fond zur Unterstützung bedrängter Mitglieder zu benutzen. Gesuch wird abgelehnt, da ein solches Vorgehen gegen Sekt. 220 der Gen.-Konstitution verstoßen würde.

Winnipeg, Man., Can. — Gesuch der L. U. 974 um Frist in der Entrichtung der Kopfsteuer und um Erlaubnis bedrängte Mitglieder von Entrichtung ihrer Beiträge zu entbinden. Der Board hat nicht die Macht das Gesuch zugewähren und wird dasselbe abgelehnt.

Toronto, Ont., Can. — Der Ontario-Pro-

vincial Council wünscht in einem Schreiben, daß den Mitgliedern der V. B. die zu Kriegsdiensten herangezogen wurden, ihr Benefit, ohne Entrichtung von Beiträgen, bis zu ihrer Rückkehr erhalten bleibe und daß sie alsdann in ihre Rechte als gutstehende Mitglieder, wie sie sich derselben vor dem Kriege erfreuten, wieder eintreten können. Troßdem der Board sich der Schwierigkeiten bewußt ist, denen die canadischen Mitglieder in dieser Beziehung gegenüberstehen, hat der Board doch nicht die Macht dem Wunsche nachzukommen. Während der Dauer ihrer Militärdienste sind Mitglieder nicht zu, von der Gen.-Offize auszugehende Benefits oder Geldschenklungen berechtigt.

Der General-Sekretär macht auf ein Gesuch der L. U. 891 Hot Springs, Ark., aufmerksam dahingehend, daß es einem ihrer Mitglieder das unter fünfzig Jahre alt, aber kränklich war, und deshalb als nur teilweise zu Benefit berechtigtes Mitglied aufgenommen wurde, jetzt aber gesund und das fünfzigste Lebensjahr noch nicht erreicht hat, erlaubt werde in die Klasse vollbenefitberechtigter Mitglieder einzutreten. Der Board beschließt, daß demso geschehen kann wenn das Mitglied ein, seine volle Gesundheit dokumentirendes Zeugnis eines ehrbaren Arztes beibringen kann.

Boardmitglied Ogletree wird wegen Krankheit in seiner Familie nachhause berufen.

Lawrence, Mass. — Ein Gesuch der L. U. 1896, um finanziellen Beistand, wird dem G. P. zur Untersuchung des Falles überwiesen.

Ein Vorschlag Gabriel Edmonston, ehemaliger G. P., die Schaffung eines Unterstützungsfondes im Interesse der Kriegsnotleidenden in Erwägung zu ziehen, wird dahin erledigt, daß sich der Board mit dem Geiste der aus dem Vorschlag spricht, einverstanden erklärt und der ganzen Mitgliedschaft empfiehlt in diesem Sinne zu handeln.

Columbia, S. C. — Ein Schreiben der L. U. 949 wird verlesen dem der Gedanke zugrunde liegt, daß der V. St. Kongreß ein Gesetz annehmen solle das die Gewährung von Darlehen seitens des Bundes-Schatzamtes direkt an das Volk vorsieht. Das Schreiben wird den Akten einverleibt.

Tampa, Fla. — Ein Schreiben des Organisations F. A. Mullan liegt vor, in welchem der Schreiber ersucht, daß ein Teil der Gelder der V. B., unserer Organisation in Tampa zur Abzahlung, einer auf ihrer Versammlungs-Halle lastenden Schuld, geliehen werde. Das G. C. B. hat nicht die Macht Gelder der V. B. zu dertartigem Zwecke zu verwenden.

Victoria, B. C., Can. — Gesuch der L. U. 1848 um finanziellen Beistand im Ersetzen ihrer Bücher und Mitgliederliste, welche durch Feuer zerstört wurden. Der Board gewährt das Gesuch soweit es die Wiederanschaffung

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obiger Gegenstände betrifft. Die Frage des finanziellen Bestandes wird an den G. P. zur Untersuchung verwiesen.

5. Februar 1915.

Außer Ogletree sind alle Mitglieder anwesend.

Stockton, Cal. — Ein Telegramm der L. U. 266 läuft ein besagend, daß noch 135 ihrer, von der Aussperrung betroffenen, Mitglieder den Namensaufruf beantworten und wird die Summe von \$810.00 zu deren Unterstützung bewilligt.

Pittsburg, Mass. — Besuch des Northern Massachusetts D. C. um Sanction und finanzielle Unterstützung einer Bewegung für Durchführung eines Minimallohnes von \$3.82 per Tag und den Samstag-Halbfesttag; inkrast zu treten am 15. Mai. Sanction wird gewährt und Unterstützung zugesagt.

Key West, Fla. — Ein Schreiben der südpennsylvanischen L. U. 1137 wird bis zur Wiederanwesenheit Ogletree's, dem Mitgliede dieses Distrikt, zurückgelegt.

Wilkes-Barre, Pa. — Von dem Whoming Valley D. C. ist ein Schreiben eingelaufen einen Protest der L. U. 913 der Canal Zone, Panama, enthaltend, der sich gegen die Beschäftigung von Nichtbürgern an den Canalarbeiten richtet. Das Schreiben wird dem G. S. überwiesen um in Verbindung mit der A. F. of L. Schritte zur Abhilfe zu tun, welche letzterer andere, ähnliche Proteste bereits zugegangen sind.

Glen Dale, Cal. — Eine bereits erledigte Frage, Den Austritt aus dem Los Angeles D. C. betreffend, wird in einem Schreiben der L. U. 563 ersterer Stadt nochmals aufgeworfen und zu den Akten gelegt.

Kansas City, Mo. — Der D. C. unterbreitet vollständigen Ausweis über die Verwendung der ihm, im September 1914, bewilligten Streikunterstützung. Wird entgegen genommen und den Akten einverleibt.

Portland, Ore. — Besuch der Bridge Carpenters' Union 872, indossiert vom D. C., um Genehmigung und Unterstützung einer zu eröffnenden Achtstundenbewegung. Genehmigung wird erteilt und Unterstützung gemäß einlaufender Berichte zugesagt.

Toledo, O. — L. U. 1897 (Box Makers) wünscht in einem Schreiben, daß Schritte unternommen werden die dahin führen, daß alle Coca Cola Kisten mit dem Label der B. B. versehen werden. Wird dem ersten Vize-Präsidenten überwiesen mit der Instruktion, sich an die General-Offize der Coca Cola Company zu wenden.

Angebote für den Druck von 200,000 englischer Konstitutionen werden unterbreitet wie folgt:

Iron City Trades Journal Publishing Co., Pittsburgh, Pa., 200,000 englische Konstitutionen, \$1,367.50; 4 extra Seiten, \$25.00 per Seite.

Bookwalter-Ball Printing Co., Indianapolis,

Indis., 200,000 englische Konstitutionen, \$1,512.75; extra Seiten, \$28.75 per Seite.

Harrington & Folger, Indianapolis, 200,000 englische Konstitutionen, \$1,515.00; extra Seiten, \$29.00 per Seite.

The Cornelius Printing Co., Indianapolis, 200,000 englische Konstitutionen, \$1,550.00.

The Bramwood Press, Indianapolis, 200,000 englische Konstitutionen, \$1,645.00; 4 extra Seiten, \$105.00.

Das Angebot der Iron City Trades Journal Publishing Co. von Pittsburgh, für 200,000 englische Konstitutionen, wie oben spezifiziert, ist das niedrigste und wird dieser Firma der Kontrakt zugesprochen.

Savannah, Ga. — Eine Mitteilung des Georgia Carpenter State Councils, ein Gesuch um Geldbewilligung zu Organisationszwecken in obiger Stadt indossierend, ist bereits erledigt und wird das Schreiben zu den Akten gelegt.

Rock Island, Ill. — Vollständiger Ausweis läuft ein vom Iron City D. C. über, im Oktober 1914 bewilligte Gelder zur Unterstützung der an einer Aussperrung beteiligten Mitglieder. Ein Gesuch um weitere Geldbewilligung wird abgelehnt.

6. Februar 1915.

Ogletree ist noch abwesend.

Fort Smith, Ark. — Ein Telegramm von L. U. 1755 zeigt an, daß deren Mitglieder ausgesperrt wurden. Wird an den G. S. verwiesen um nähere Information einzuholen.

Grand Rapids, Mich. — Ein vollständiger Ausweis des D. C. über Herausgabe der 1914 empfangenen Unterstützungsgelder wird entgegengenommen und zu den Akten gelegt.

Solche Ausweise laufen ferner ein: vom Philadelphia, Pa., D. C.; Detroit, Mich., D. C.; von L. U. 351 Northampton, Mass.; Cincinnati, O., D. C. (ausstehende Box Makers betreffend); L. U. 41 Nashville, Tenn.; Dayton, O., D. C.; L. U. 719 Freeport, Ill.; L. U. 1589 Arcebo, Porto Rico, und L. U. 206 New Castle, Pa. Alle Ausweise werden den Akten einverleibt.

Bezüglich des von Boston, Mass., vorliegenden Ausweises wird der G. S. instruiert, denselben zu retournieren, da die am Ausstande beteiligten Mitglieder die Namensliste nicht persönlich mit ihrer Unterschrift versehen hatten.

Elgin, Ill. — Besuch der L. U. 363 um Genehmigung ihrer Forderung für einen Minimallohn von 50 Cents per Stunde; inkrast zu treten am 1. Mai 1915, und um finanzielle Unterstützung. Besuch wird gewährt und Unterstützung zugesagt.

Joachim, Tex. — L. U. 1895 benachrichtigt den Board, daß ihre Mitglieder ausgesperrt wurden und wird der G. S. beauftragt, hierüber nähere Information einzuholen.

(Fortsetzung folgt.)

Departement Francais



Choses et Autres

Le moyen d'élever les gages est:—

1. S'unir.
2. Se lier au Cachet de l'Union.
3. Continuer à s'unir de plus en plus.
4. Régler les disputes par l'arbitrage dans les manufactures qui ont accepté le Cachet de l'Union, réservant les ressources pour lutter avantageusement avec les manufacturiers qui n'agissent pas équitablement, et voyant à ce que ces luttes réussissent.

5. Pritiquer 1, 2, 3 et 4, jusqu'à ce que le métier soit complètement syndiqué afin d'établir un taux minimum de gages, des heures plus courtes, des gages plus élevés, augmentant toujours.

Toutes ces choses et plus sont possible en s'unissant, et c'est donc le devoir suprême de tous les ouvriers de rejeter tout mouvement de faction pour s'unir. Unissons-nous, unissons-nous!

Avant qu'un travailleur à gages compte pour quelque chose comme unioniste, il doit croire dans l'organisation; non pas l'organisation double; non pas l'organisation indépendante; mais une seule organisation dans un métier, une branche dans chaque état, une organisation représentant la nation entière, et une fédération de tous les travailleurs du monde.

Voilà l'union; et le premier pas dans cette direction pour chaque travailleur individuel, est de rejeter et de condamner toute faction cherchant à trahir la cause du travail en semant la division d'abord. Pourquoi ne pas nous unir?

La puissance qui nous permet d'obtenir des résultats en faveur du labeur est une organisation forte et intelligemment conduite; a s'appuyant sur une trésorerie forte et un fonds de réserve permanent, suffisant pour s'acquitter de toutes les obligations légales promptement et fidèlement. Une chaîne de bénéfices pour la

protection de la famille en temps de détresse contribue à rendre permanente l'organisation. Essayer continuellement de combattre l'oppression, bien fortifiée dans ses positions, alors qu'on est soi-même mal équipé, avec de maigres ressources à sa disposition, s'est se condamner à une lutte longue et épuisante avec des résultats douteux en perspective.

Mr. John Morley, leader proéminent de l'opinion publique en Angleterre, a donné la définition suivante de l'égoïsme des capitalistes et d'une union de métiers:

"Il y a toute la différence possible entre l'égoïsme d'un capitaliste et le soi-disant égoïsme d'une grande société de métiers. Le premier signifie l'augmentation du luxe personnel d'un individu ou d'une seule famille; la seconde, une augmentation de décence, une augmentation de respect de soi-même, plus d'aisance pour les vieillards, plus d'instruction pour les jeunes, non d'une seule famille, mais de mille ou dix mille familles. On peut appeler cela de l'égoïsme si on veut; moi je l'appelle humanité et civilisation et protection du bien public."

Les résultats obtenus par une union de métier dépendent de la coopération, de l'activité, de la loyauté et de l'enthousiasme de ses membres. La participation des membres, pris individuellement, dans les diverses activités est absolument nécessaire pour obtenir des résultats permanents. Quand on est ainsi inspiré par un désir unanime de donner aux masses une vie plus heureuse et plus satisfaite, tous les efforts des adversaires en vue de retarder le mouvement pendant un temps considérable sont voués à un échec complet.

Le travail des enfants est un crime social; c'est une tâche ignominieuse sur notre civilisation tant vantée. Le travail des enfants au-dessous de quinze ans

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devrait être strictement prohibé. Dans les métiers dangereux pour la santé, la limite devrait être fixée à dix-sept ans. L'endroit où doit se trouver la jeunesse est l'école et le terrain des jeux. Ce qu'il nous faut, c'est des enfants plus sains et mieux éduqués pouvant ainsi devenir au sens véritable du mot, des hommes et des femmes.

Monsieur l'Unioniste, rendez plus efficace votre qualité de membre en exigeant l'étiquette d'union sur toutes les marchandises que vous achetez, et veillez à ce que tous les membres de votre famille en fassent autant.

Le mouvement du labeur organisé est grand aujourd'hui parce que des esprits grands et désintéressés le poussent en avant et l'ennoblissent par leur exemple. Pour celui qui ne cherche qu'à tuer le temps et pour celui qui considère d'abord son propre intérêt, le labeur organisé, pas plus qu'aucun autre mouvement, ne signifiera jamais plus qu'un simple nom. Il n'y a pas de travailleur si humble qui ne puisse prendre sa place et jouer un rôle viril dans la bataille de la vie. Le mouvement du labeur a une place toute prête pour chaque homme et chaque femme qui aspire à faire son devoir dans la grande tâche de rendre le monde meilleur. Le plus grand des inutiles est l'homme ou la femme qui ne reconnaît pas que l'humanité est en droit d'attendre quelque chose de lui ou d'elle et dont la seule ambition est de jouir de la vie et de bien s'amuser. A celui qui vit vraiment viendra la révélation des choses à faire, des batailles à livrer, des victoires à remporter et souvent des sacrifices à faire pour l'humanité dont nous faisons tous partie.

Le mouvement des unions de métiers est pleinement justifié par ce qu'il a accompli. Il a élevé le niveau de la vie, augmenté les salaires, réduit les heures de travail et amélioré les conditions du labeur. Il a favorisé l'éducation obligatoire et les livres de classe gratuits dans les écoles enfantines; il a développé le respect de soi-même et la virilité en in-

spirant l'espoir à la moyenne des travailleurs.

Mettez-vous aux troussees des travailleurs non organisés! Faites-les entrer dans les unions! Ils ont besoin d'organisation pour leur propre bien; et les unions ont besoin de les mettre hors du chemin du progrès de ce mouvement ouvriers. Etant en dehors du mouvement, ils sont une obstruction et une source continuelle d'ennuis de toute sorte. Une fois en dedans, ils seront un élément de grande force et d'aide. Faites-les donc entrer!

Le "United Mine Workers' Journal" dit:

"Il faut faire un effort pour donner de l'emploi aux millions de personnes qui se trouvent actuellement sans travail et cela, à des salaires proportionnés au coût de la vie. L'étroit égoïsme de ceux qui voudraient profiter de la présente crise pour réduire les salaires devrait être considéré comme une trahison envers la communauté tout entière, comme un effort en vue de profiter personnellement des circonstances en accentuant des conditions qui sont déjà dangereuses pour la communauté tout entière. Quoi que nous puissions espérer pour l'avenir, le fait doit être admis qu'une vaste armée de travailleurs souffrants et producteurs éprouve des souffrances imméritées; se détériore moralement et physiquement; et que son élimination comme productrice possible de richesse est un sujet de souci pour toute la nation."

Le mouvement des unions de métiers s'efforce de maintenir un tarif de salaires équitable pendant les périodes de dépression commerciale; il s'efforce d'obtenir des concessions de la part des patrons quand le commerce revit et que les profits augmentent. Il garde et protège les intérêts des travailleurs dans les périodes de dépression et dans les périodes de renaissance des industries.

La masse des travailleurs ne peuvent

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s'attendre à aucune mesure équitable de la part des riches corporations, si elle ne se combine pas en de puissantes unions, prêtes à se défendre quand l'occasion s'en présente. Les unions de métiers peuvent, quand elles sont supportées par un fort trésor, non seulement exiger et obtenir que les corporations les reconnaissent, mais elles peuvent aussi les contraindre à leur accorder un traitement juste et équitable.

Une union de métiers sans des moyens financiers substantiels ne peut lutter avec un manufacturier riche; elle peut encore moins résister aux empiétements d'une corporation puissante. Les unions à bon marché se sont toujours montrées les plus chères en bout de compte; incapables de supporter les membres pendant les périodes de grèves prolongées et de lockouts. L'histoire des unions à bon marché, organisées sur la base de contributions mesquines, est jalonnée de naufrages et de défaites et se termine invariablement par la dissolution.

De toutes les nations de la terre, l'Amérique est celle qui gaspille le plus la vie de ses citoyens. Soixante-quinze mille de nos compatriotes sont tués chaque année par des accidents et sur ce nombre, 35,000 sont des ouvriers massacrés au cours de leurs occupations journalières.

L'unionisme n'est pas une note à échéance, payable dans l'avenir.

L'unioniste voit les longues journées de travail accablant, les salaires minimes, les conditions d'atelier déprimantes. Ces maux sont ici, devant nos yeux. Et les unionistes savent que ces conditions doivent être abolies—pas à pas et morceau par morceau—avant que l'homme puisse se redresser fièrement.

Quelques travailleurs manuels paraissent s'intéresser davantage à l'avenir qu'au présent. Ils ne peuvent pas voir que l'unionisme de métiers donne aux générations futures ses plus grands

bienfaits quand le mouvement organisé relève le niveau de vie des hommes et des femmes maintenant, à l'heure actuelle, quand il réduit les heures de travail maintenant, quand il enlève un plus grand nombre d'enfants aux fabriques maintenant, quand il augmente l'éducation maintenant et quand il inspire un mécontentement général et intelligent en implantant dans l'homme maintenant le désir d'obtenir une plus grande quantité des bonnes choses qu'il contribue à créer.

—Cigar Makers' Journal.

The Silver Lining

I gaily sing from day to day,
A careless man am I;
As long as I can pay my way
Misfortune I defy.

And then with spirits ever gay
I do the best I can,
When trouble comes upon my way
To bear it like a man.

We're told that since the world began,
So many years ago,
If money didn't make the man,
It made the mare to go.

Of comforts I have quite enough,
Although my wealth is small,
I know that I am better off
Than he with none at all.

If fortune on a friend does shine,
I love him none the less.
I never grieve, I never pine
For wealth I don't possess.

A happy home, a loving wife,
Of worldly goods a store;
Contented with my lot in life,
A king can be no more.

There is one thing, but I hold it good
Wherever I may be,
To do to others as I would
That they should do to me.

This world would ne'er be dark and drear
If each should try the plan
Of giving when he has to spare
To help his fellow man.

W. W. McGARY.

Death Roll



ANDERSON, S. E., of L. U. 738, St. Louis, Mo.

VANDUYNE, MRS., wife of E. W. Vanduyne, L. U. 106, DeDs Moines, Ia.

The Wit and Wisdom of "Mr. Dooley."

(Continued from Page 12.)

th' wishbones and kind wurruds they had accumulated."

—The Private Soldier—

"But with th' private sojer it's diff'rent. If ye left it to him there'd be nawthin' but war. Th' martial jooties iv a sojer in pipin' times iv peace, as Hogan says, seems to excite him to go out an' kill some wan. A young fellow, afther changin' his name so's his parents won't know he's took up th' ancient an' noble profissyon iv arms, enlists an' goes where glory waits him. When it ketches him it ayether puts him to wurruk at his old thrade at wan-fifth th' union scale or taches him a new an' akelly onpleasant occypation. A plumber who goes into th' army to duck th' disgraceful pro-fissyon at five dollars a day finds he's wipin' jints in th' barracks f'r wages that wud make th' walkin' dillygate have him shot at sunrise. Whin not dhrillin' or writin' letters to th' pa-aper complainin' about th' food, he idles away his tyme curryin' horses, shinglin' roofs, hoein' weeds in th' Colonel's garden, or wheelin' th' Major's baby in th' perambylator. Some day he does somethin' that if he done it befure he become a hero th' most he cud get wud be a ten days' vacation in th' Bridewell. Th' coort-martial takes into account all th' extenooatin' circumstances an' gives him two years at hard labor. Small blame to him if ye niver hear him yellin' 'hooray' whin Andrew Carnaygie goes on. No, sir; if I had iver been timpted be thim colored pitchers to enlist an' th' Gin'ral was to come to me an' say, 'Corporal'—f'r I'd be that or naw-

thin'—th' Government wishes ye to go out an' fight Hinnessy, ye're best frind. Can we rely on ye?' 'I'd say, 'Hinnessy? That little, disagreeable fellow? Why, I've wanted to shoot that man f'r forty years.' 'Thin I will lead ye to vichthry.' 'I don't care where ye lead me to. Only lead me away from here.'"

True Statesmanship

With malice toward none, with charity for all, with firmness in the right as God gives us to see the right, let us strive * * * to do all which may achieve and cherish a just and lasting peace among ourselves and with all nations.—Abraham Lincoln.

A Friend o' Mine

When you are happy, friend o' mine,
And all your skies are blue,
Tell me your luck, your fortune fine,
And let me laugh with you.
Tell me the hopes that spur you on,
The deeds you mean to do,
The gold you've struck, the fame you've won,
And let me joy—with you!

When you are sad and heart a-cold,
And all your skies are dark,
Tell me the dreams that mocked your hold,
The shafts that missed the mark.
Am I not yours for weal or woe?
How else can friends prove true?
Tell me what breaks and brings you love
And let me stand—with you!

So, when the night falls tremulous,
When the last lamp burns low,
And one of us or both of us
The long lone road must go,
Look with your dear old eyes in mine.
Give me a handshake true;
Whatever fate our souls await,
Let me be there!—with you!

—Fred E. Weatherby.

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CLAIMS PAID DURING APRIL, 1915

Claim No.	Name of deceased or disabled.	Union	City.	Membership. Yrs. Mos.	Cause of death or disability.	Amount Paid.
23973	Simon Luedemann	1	Chicago, Ill.	28	Myocarditis	\$300.00
23974	Chas. Hamre	12	Brooklyn, N. Y.	18	Phthisis pulmonalis	300.00
23975	Geo. A. Kunst	80	Chicago, Ill.	2	Cerebral spasms	300.00
23976	Gustave Jackel	115	Bridgeport, Conn.	6	Pneumonia	75.00
23977	Harry H. Horton	142	Pittsburgh, Pa.	5	Pneumonia	75.00
23978	Mrs. Sophia Matusky	181	Chicago, Ill.	6	Peritonitis	75.00
23979	Conrad Brown	198	Dallas, Texas	3	Tuberculosis	200.00
23980	Mrs. Odella A. Dockery	198	Dallas, Texas	2	Cancer of uterus	50.00
23981	Mrs. Lillie Lavler	306	Newark, N. J.	2	Tuberculosis	25.00
23982	H. W. Drover	443	Chelsea, Mass.	9	Carcinoma	50.00
23983	Chas. H. Keller	461	Highwood, Ill.	2	Infection from ulcer	300.00
23984	Wm. Schulz	522	Milwaukee, Wis.	14	Nephritis	300.00
23985	Joseph Lagasse	801	Woonsocket, R. I.	7	Myocarditis	300.00
23986	Geo. W. Beckland	813	Carbondale, Pa.	10	Strangulated hernia	300.00
23987	Mrs. Anna I. Olson	885	Woburn, Mass.	11	Hemorrhage	50.00
23988	J. E. Winn	1212	Coffeyville, Kan.	5	Gun-shot wound	300.00
23989	Mrs. Jane Henderson	1789	Toronto, Ont., Can.	1	Heart failure	50.00
23990	Wm. H. Vandersdale	781	Princeton, N. J.	12	Valvular disease of heart	300.00
23991	Daniel Washington	493	Charleston, S. C.	11	Nephritis	300.00
23992	George Engle (dis)	493	Princeton, N. Y.	27	Accidental injuries	400.00
23993	John V. Fredendall	1248	Batavia, Ill.	13	Cancer of bowels	125.00
23994	Chas. F. Sullivan	106	Des Moines, Iowa	12	Uremia	300.00
23995	Mrs. Emma R. Doolittle	199	S. Chicago, Ill.	6	Endocarditis	75.00
23996	Mrs. Susanna Kolz	355	Buffalo, N. Y.	9	Mitral regurgitation	75.00
23997	August Scharmach	355	Buffalo, N. Y.	22	Cerebral apoplexy	300.00
23998	Andrew Murray	451	Brooklyn, N. Y.	2	Pulmonary phthisis	300.00
23999	Ostie J. Daigle	1239	Fitchburg, Mass.	2	Sarcoma	50.00
24000	A. W. Simpson (bal)	13	Chicago, Ill.	2	Pneumonia	19.50
24001	Archibald Campbell	1	Chicago, Ill.	16	Cerebral hemorrhage	154.50
24002	Henry F. Gottschalk	1	Chicago, Ill.	7	Pneumonia	300.00
24003	Wm. Husman	1	Chicago, Ill.	8	Angina pectoris	300.00
24004	Joseph Beswarick	8	Philadelphia, Pa.	27	Fracture of skull	300.00
24005	Wm. Collins (dis)	22	San Francisco, Cal.	19	Accidental injuries	300.00
24006	John Granett	31	Trenton, N. J.	12	Neurosis	400.00
24007	Mrs. Lillian Smith	122	Philadelphia, Pa.	17	Tuberculosis	300.00
24008	Paul Schreiner	126	Brooklyn, N. Y.	5	Endocarditis	75.00
24009	A. C. Godfrey (bal)	144	Macon, Ga.	11	Endocarditis	300.00
24010	Robert J. Close	229	Glens Falls, N. Y.	24	Bright's disease	175.00
24011	Samuel Finkelstein	291	Brooklyn, N. Y.	7	Lobar pneumonia	300.00
24012	George Mueller	309	New York, N. Y.	9	Lobar pneumonia	300.00
24013	Levard Wolf	482	Jersey City, N. J.	1	Oedema of lungs	300.00
24014	A. T. Anderson	483	San Francisco, Cal.	5	Nephritis	300.00
24015	Geo. L. Gaunce	550	Oakland, Cal.	8	Apoplexy	50.00
24016	Mrs. Josephine M. Dennis	683	Burlington, Vt.	5	Nephritis	50.00
24017	Mrs. Flora A. Crow	1258	Pocatello, Idaho	12	Toxemia of pregnancy	75.00
				8 1/2	Heart trouble	25.00

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24018	Mrs. Rose Nash	1293	Michigan City, Ind.	3	Cerebritis	75.00
24019	James Neary	1307	Evanson, Ill.	7	Tuberculosis	300.00
24020	Robert Hasselstein	1322	Chicago, Ill.	10	Heart failure	300.00
24021	Mrs. Norma Arnold	1089	Phoenix, Ariz.	1	Nephritis	50.00
24022	Wm. Seifert, Jr.	1566	Lawrence, Mass.	3	Fracture of skull	200.00
24023	Victor Wagner	1436	Bangor, Pa.	5	Acute cardiac dilatation	200.00
24024	Mrs. Mary M. Stout	1592	Camden, N. J.	9	Tuberculosis	50.00
24025	Christian Wurster	12	Brooklyn, N. Y.	8	Hemorrhage	300.00
24026	Charles N. Malm	58	Chicago, Ill.	13	Tuberculosis	300.00
24027	Ambrose R. Hill	162	Pekskill, N. Y.	9	Pericarditis	300.00
24028	Samuel Berecz	342	Chicago, Ill.	11	Myocarditis	300.00
24029	Artus Lafleur	330	Holyoke, Mass.	4	Sarcoma	300.00
24030	Joseph K. Stearns	493	Mt. Vernon, N. Y.	6	Nephritis	50.00
24031	Anzi Wolfe	880	Barnardville, N. J.	6	Cerebral hemorrhage	200.00
24032	Oscar Johnson	1503	Amherst, Mass.	5	Phthisis pulmonalis	75.00
24033	Mrs. Anna Klein	105	St. Louis, Mo.	10	Heart failure	125.00
24034	Hugh Arstall	106	Cleveland, Ohio	11	Mitral stenosis	125.00
24035	Edwin Young	107	Des Moines, Iowa	4	Tuberculosis	300.00
24036	Alex. McNair	167	Elizabeth, N. J.	5	Apoplexy	300.00
24037	Hugh McShane	277	Philadelphia, Pa.	14	Bright's disease	300.00
24038	Henry Hofmeister	309	New York, N. Y.	8	Carcinoma of liver	50.00
24039	Mrs. Mariae Herman	440	Buffalo, N. Y.	5	Cirrhosis of liver	75.00
24040	Mrs. Loretta Held	514	Wilkes-Barre, Pa.	4	Nephritis	75.00
24041	Mrs. Susie Damsen	515	Colorado Springs, Colo.	23	Cerebral hemorrhage	300.00
24042	Wm. Daley	643	Chicago, Ill.	1	Lobar pneumonia	75.00
24043	Joseph M. Kellaway	680	Newton Center, Mass.	9	Meningitis	200.00
24044	Joseph Vennar	1439	McAdoo, Pa.	3	Railroad accident	300.00
24045	Henry Heise	1748	Milwaukee, Wis.	5	Carcinoma	50.00
24046	Mrs. Mary A. Williams	1761	Goldfield, Nev.	2	Accidental injuries	100.00
24047	Lewis O. Lester (dis)	1776	Lakeland, Fla.	1	Asphyxiation	300.00
24048	Jacob Scholzer	32	Brooklyn, N. Y.	11	Tuberculosis	300.00
24049	David H. Juckett	229	Glens Falls, N. Y.	5	Nephritis	75.00
24050	Mrs. Jane Holland	343	Winnipeg, Man., Can.	5	Broncho-pneumonia	75.00
24051	Mrs. Margaret Hoppel	359	Philadelphia, Pa.	63	Catarrhal bronchitis	75.00
24052	Mrs. Nellie M. Harvey	459	Bar Harbor, Me.	12	Myocarditis	75.00
24053	Mrs. Ida Crow	483	San Francisco, Cal.	7	Pneumonia	300.00
24054	John D. Swim	622	Waco, Texas	10	Accidental injuries	400.00
24055	C. W. Kirkpatrick (dis)	690	Little Rock, Ark.	6	Apoplexy	300.00
24056	Orin F. Rogers	824	Muskegon, Mich.	2	Accidental injuries	300.00
24057	Harry A. Cook (dis)	1011	St. Louis, Mo.	8	Pneumonia	50.00
24058	A. C. Nygaard	1561	Portland, Me.	7	Pulmonary oedema	75.00
24059	Mrs. Johana Boehm	1	Chicago, Ill.	4	Traemic poisoning	125.00
24060	Mrs. Laura N. Anderson	1	Chicago, Ill.	7	Pneumonia	125.00
24061	Isaac Hanna	62	Jersey City, N. J.	24	Diabetic coma	75.00
24062	Mrs. Louisa Broadway	157	N. S. Pittsburgh, Pa.	9	Paralysis of brain	50.00
24063	Henry J. Moritz	211	San Jose, Cal.	1	Marasmus	50.00
24064	Mrs. Elizabeth Giffin	262	San Jose, Cal.	3	Eclampsia	50.00
24065	Mrs. Lillian L. Haynes	262	San Francisco, Cal.	6	Tuberculosis	300.00
24066	Demeter Sekulitz	304	Philadelphia, Pa.	11	Gun-shot wound of head	300.00
24067	Jacob Andrus	359	Bayonne, N. J.	13	Tuberculosis	50.00
24068	Mrs. Sarah Pinsky	383	Oakland, Cal.	1	Dilatation of heart	50.00
24069	Mrs. Mary McKinnon	875	Chicago, Ill.	7	Tubercular meningitis	300.00
24070	Bruno Haack	1922	Chicago, Ill.	2	Peritonitis	50.00
24071	Mrs. Margaret Lindblade	1922	New York, N. Y.	3	Lobar pneumonia	300.00
24072	Mrs. Elizabeth Weiner	309	Baltimore, Md.	9		
24073	Wm. F. Fields	29		31		

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CLAIMS PAID DURING APRIL, 1915—Continued

Claim No.	Name of deceased or disabled.	Union.	City.	Membership. Yrs. Mos.	Cause of death or disability	Amount Paid.
24074	F. P. Miller	58	Chicago, Ill.		Tuberculosis	300.00
24075	Thomas McNeill	117	Albany, N. Y.	6	Cardiac hypertrophy	300.00
24076	Ernest D. Clark	273	Yonkers, N. Y.	24	Pneumonia	300.00
24077	George Schmotzer	402	Pittsburgh, Pa.	9	Cirrhosis of liver	300.00
24078	Mrs. Flora Marsh	712	Covington, Ky.	14	Pneumonia	75.00
24079	Fred Hall	1297	New Brunswick, N. J.	5	Angina pectoris	300.00
24080	Mrs. Ella Cunningham	1442	Augusta, Ga.	11	Tuberculosis	75.00
24081	James O'Donovan	1570	Marysville, Cal.	9	Nephritis	200.00
24082	Louis Fischer	60	Indianapolis, Ind.	1	Heart failure	300.00
24083	Herman Jones, Sr.	203	Poughkeepsie, N. Y.	15	Lobar pneumonia	300.00
24084	Wm. J. Cathcart	301	Newburgh, N. Y.	1	Periculous anaemia	300.00
24085	Mrs. Alice Vanderlinda	226	New York, N. Y.	9	Diabetes mellitis	75.00
24086	Jacob Hohn	375	New York, N. Y.	18	Fractured ribs and skull	300.00
24087	Thomas T. Kelly	799	Brockville, Ont., Can.	20	Nephritis	300.00
24088	James T. Rock	1209	Newark, N. J.	4	Chronic endocarditis	50.00
24089	Mrs. Ann Thompson	25	Toledo, Ohio	5	Acute myocarditis	75.00
24090	Frank Horbst	32	Brooklyn, N. Y.	33	Erysipelas	200.00
24091	John McGarry	48	New York, N. Y.	1	Pneumonia	300.00
24092	Edson H. Webster	82	Haverhill, Mass.	26	Pneumonia	300.00
24093	Mrs. Sarah A. Dudley	669	Harrisburg, Ill.	8	Sepicemia	75.00
24094	Mrs. Clara C. Van Dusen	106	Des Moines, Iowa	7	Nephritis	75.00
24095	Mrs. Ananda Martineau	111	Lawrence, Mass.	12	Pneumonia	75.00
24096	Henry Vandy	116	Ray City, Mich.	4	Carcinoma of tongue	300.00
24097	Reginald R. Lea	119	Newark, N. J.	15	Pneumonia	125.00
24098	Mrs. Mamie Willis	302	Huntington, W. Va.	12	Tuberculosis	50.00
24099	Chas. F. Naylor	306	Newark, N. J.	7	Cerebral coma	125.00
24100	Frank Mielach	306	Newark, N. J.	10	Nephritis	300.00
24101	Mrs. Theresa Stephens	326	New York, N. Y.	8	Intestinal obstruction	75.00
24102	Mrs. Charlotte A. Haslun	457	New York, N. Y.	24	Pneumonia	75.00
24103	Louis Kautz (dis)	464	New York, N. Y.	8	Accidental injuries	400.00
24104	Mrs. Hannah A. Honaker	469	Cheyenne, Wyo.	1	Pulmonary phthisis	75.00
24105	Mrs. Mary L. Rose	573	Rye, N. Y.	4	Tuberculosis	75.00
24106	Geo. W. Little	716	Zanesville, Ohio	16	Erysipelas	125.00
24107	S. E. Anderson	738	Wellston, Mo.	9	Pneumonia	300.00
24108	Fred A. Stubbs	914	Augusta, Me.	7	Heart trouble	50.00
24109	David Heron	1319	Albuquerque, N. M.	5	Tuberculosis	200.00
24110	Philip Coulter	1377	Buffalo, N. Y.	1	Pneumonia	300.00
24111	Joseph Claude	1584	St. Anne de Bellevue, Que., Can.	10	Cancer	125.00
24112	Mrs. Jennie Harget	1668	Buffalo, N. Y.	2	Acute dilatation of heart	50.00
24113	Emery Thibault	1693	Chicago, Ill.	9	Carcinoma	200.00
24114	Mrs. Anna Lindquist	1824	Boston, Mass.	9	Hemorrhage	75.00
24115	Geo. M. Palmer	11	Cleveland, Ohio	6	Brain hemorrhage	300.00
24116	Mrs. Ella Bean	15	Philadelphia, Pa.	3	Endocarditis	75.00
24117	J. A. Wooldridge	45	St. Louis, Mo.	11	Tuberculosis	300.00
24118	Mrs. Inger G. Olsen	139	Jersey City, N. J.	6	Tuberculosis	50.00
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The Carpenter

24119	Jerome L. Noel	191	York, Pa.	28	10	Pneumonia	300.00
24120	C. E. Pierce	253	Atlanta, Ga.	4	7½	Small-pox	200.00
24121	Calvin H. Rayburn	362	Pueblo, Colo.	13	2	Apoplexy	125.00
24122	Mrs. Lillian B. Parlin	407	Lewiston, Me.	17	8	Malignant disease of liver	75.00
24123	Wm. Holmes	476	New York, N. Y.	15	9	Carcinoma of bladder	300.00
24124	John Muckenaupt	132	Washington, D. C.	12	11	Valvular disease of heart	125.00
24125	Albert Davis	542	Salem, N. J.	11	5	Dilatation of heart	125.00
24126	Levi C. DeWitt	1263	Millbrook, N. Y.	12	4	Tuberculosis	200.00
24127	Mrs. Antonia Mosner	1868	St. Paul, Minn.	6	3	Sarcoma of kidney	200.00
24128	Mrs. Mollie Stanton	62	Chicago, Ill.	5	3	Pneumonia	75.00
24129	Andrew J. Somers	10	Chicago, Ill.	20	8	Asphyxiation	125.00
24130	Peter Johnson	13	Chicago, Ill.	12	10	Pneumonia	132.50
24131	Frank Novy	54	Chicago, Ill.	21	10	Suppurative cholangitis	300.00
24132	Jos. Bala	54	Chicago, Ill.	8	6	Tuberculosis	300.00
24133	Nels F. Nelson	181	Chicago, Ill.	7	3	Suicide	200.00
24134	I. W. Newman (dis)	198	Dallas, Texas	4	4	Accidental injuries	300.00
24135	John J. Beecher	219	New York, N. Y.	20	1	Cardiac dilatation	300.00
24136	Mrs. Hermila A. Arndt	723	Newark, N. J.	24	9	Complications	50.00
24137	R. G. Onstait	1033	Monaca, Pa.	13	1	Acute dilatation of heart	125.00
24138	Walter Boese	1922	Chicago, Ill.	1	8	Pneumonia	75.00
24139	L. G. Wiedow	1	Chicago, Ill.	18	11	Cancer	75.00
24140	James Anderson	7	Minneapolis, Minn.	13	8	Valvular heart disease	300.00
24141	James H. Leshler	8	Philadelphia, Pa.	28	5	Cerebral hemorrhage	300.00
24142	Michael Bulger	22	San Francisco, Cal.	28	5	Cancer of stomach	300.00
24143	Perry Latham	26	Syracuse, N. Y.	18	4½	Valvular disease of heart	125.00
24144	Nicholas Brier (dis)	42	San Francisco, Cal.	12	5	Accidental injuries	400.00
24145	Mrs. Mary B. Curtis	43	Hartford, Conn.	13	11	Carcinoma of uterus	75.00
24146	Mrs. Theresa Johnson	58	Chicago, Ill.	14	7	Pneumonia	75.00
24147	Edward Poshette	61	Kansas City, Mo.	3	3	Tubercular meningitis	200.00
24148	Henry Forrer (dis)	61	Kansas City, Mo.	1	3	Accidental injuries	100.00
24149	James J. Brennan	61	Kansas City, Mo.	15	11	Apoplexy	300.00
24150	Mrs. Alice C. Moore	135	Allentown, Pa.	13	11	Carcinoma and gall stones	75.00
24151	Joseph Spait	200	Columbus, Ind.	17	11	Peritonitis	125.00
24152	Edward G. Brooks	211	N. S. Pittsburgh, Pa.	16	11	Pneumonia	300.00
24153	Mrs. Sarah E. Braden	211	N. S. Pittsburgh, Pa.	2	11	Tuberculosis	50.00
24154	Frank L. Goehle	355	Buffalo, N. Y.	26	8	Carcinoma of stomach	300.00
24155	Gustave Immel	359	Philadelphia, Pa.	3	4	Tuberculosis	200.00
24156	John Thorp	367	Centralia, Ill.	6	10	Apoplexy	75.00
24157	Thomas J. Kenny	391	Hoboken, N. J.	3	10	Tuberculosis	200.00
24158	Mrs. Barbara Luke	416	Chicago, Ill.	3	2½	Peritonitis	50.00
24159	Allin Jacobson (dis)	416	Chicago, Ill.	3	10	Accidental injuries	300.00
24160	Ludwig Blier	466	New York, N. Y.	14	11	Spinal meningitis	300.00
24161	Samuel H. Wert	492	Reading, Pa.	13	11	Pneumonia	300.00
24162	Stephen J. Comeau	506	Framingham, Mass.	8	4	Meningitis	300.00
24163	Edward E. Blease	566	Lynn, Mass.	3	8	Pneumonia	75.00
24164	Joseph Perry	888	Salem, Mass.	9	8	Cancer of stomach	200.00
24165	Harris J. Banker	1158	Berkeley, Cal.	9	9½	Nephritis	300.00
24166	Mrs. Anna Pelletier	1305	Fall River, Mass.	9	9	Endocarditis	75.00
24167	Atolph Greener	1410	Boston, Mass.	4	2	Pneumonia	50.00
24168	James Anderson	1410	Easton, Mass.	9	1	Pneumonia	75.00
24169	Alken W. Landers	1499	Kent, Ohio	9	11	Railroad accident	300.00
24170	Mrs. Clara M. Farnam	1763	Glenwood Springs, Colo.	7½	7	Nephritis	25.00
24171	Andrew Hansen	1921	Hempstead, L. I., N. Y.	5	5	Anaemia	300.00
24172	Mrs. Annie Mangin	48	New York, N. Y.	25	7	Pneumonia	75.00
24173	Mortimer C. Carpenter	308	Cedar Rapids, Ia.	6	1½	Tuberculosis	300.00
24174	J. E. Hafstrom	58	Chicago, Ill.	20	9	Nephritis	200.00

CLAIMS PAID DURING APRIL, 1915—Continued

Claim No.	Name of deceased or disabled.	Union.	City.	Membership. Yrs. Mos.	Cause of death or disability.	Amount Paid.
24175	Andrew Johnson	62	Chicago, Ill.	24	Cirrhosis of liver	300.00
24176	Mrs. Ingeborg Lorentzen	80	Chicago, Ill.	4	Pulmonary phthisis	75.00
24177	Leonard Robble	80	Chicago, Ill.	7	Tuberculosis	300.00
24178	Jacob Frank	171	Youngstown, Ohio	2	Fracture of skull	200.00
24179	Warren F. Nelson (dis)	241	Melluc, Ill.	13	Accidental injuries	400.00
24180	L. W. Bridgewater	253	Atlanta, Ga.	3	Tuberculosis	200.00
24181	J. F. Corley	283	Augusta, Ga.	16	Pneumonia	125.00
24182	Geo. W. Holden	377	Alton, Ill.	11	La grippe	300.00
24183	Sam Goldstein	497	New York, N. Y.	10	Fracture of skull	300.00
24184	Mrs. Anastasia Belz	656	Meadville, Pa.	8	Pneumonia	75.00
24185	Emory Cox	916	Aurora, Ill.	11	Hemorrhage	125.00
Total.....						\$39,556.50
Full beneficial claims						\$29,481.50
Semi-beneficial claims						3,125.00
Wife's claims						3,950.00
Disability claims						5,000.00
Total.....						\$39,556.50

DISAPPROVED CLAIMS FOR APRIL, 1915

Claim No.	Name of deceased or disabled.	Union.	City.	Membership. Yrs. Mos.	Cause of Disapproval.	Amount Claimed.
2682	Geo. W. Ladd	110	St. Joseph, Mo.	7	Three months in arrears	\$200.00
2683	Mrs. Frances Lehman	939	Berlin, Wis.	3	Three months in arrears	75.00
2684	Wm. L. Quintard	948	Sioux City, Ia.	10	Three months in arrears	200.00
2685	John A. Williams (dis)	125	Utica, N. Y.	2	Apprentice or semi, not entitled to disability	200.00
2686	Clayton E. Smith	87	St. Paul, Minn.	15	Three months in arrears	200.00
2687	Nelson Thifault (dis)	70	Chicago, Ill.	10	Physical ailment	300.00
2688	Mary S. Lanan	841	Carbondale, Ill.	11	Semi, not entitled to wife donation	400.00
2689	Alois Kach	309	New York, N. Y.	12	Suspended, owed six months' dues	50.00
2691	Philip Federico	1067	Belleville, N. J.	16	Three months in arrears	300.00
2692	J. M. Wheeler (dis)	710	Long Beach, Cal.	2	Three months in arrears	200.00
2693	Stephan Vladar (dis)	157	Jersey City, N. J.	3	Three months in arrears	300.00
2694	John W. Slinger	1852	N. Brattleford, Sask., Can.	5	Local Union out of benefit	300.00
2695	Ragnar Johnson	141	Chicago, Ill.	2	Semi, not one year a member	200.00
2696	Leonard Johnson	1367	Chicago, Ill.	5	Three months in arrears	100.00
2697	F. E. Walker	1730	Neodesha, Kan.	1	Three months in arrears	200.00
2698	Martin Schaeffer	1014	Warren, Pa.	13	Three months in arrears	125.00

The Carpenter

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Electric Lighting
Plumbing & Steam Fitting
Heating and Ventilation
Plumbing Inspector
Estimating Clerk

Mechanical Engineer
Patternmaking
Civil Engineer
Surveying and Mapping
Commercial Illustrating
Mining Engineer
Gas Engineer
Automobile Running
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Stenographer
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Name _____

Street and No. _____

City _____ State _____

Present Occupation _____

The Carpenter

Attitude of the Koken Barber Supply Company Toward Organized Labor

—An Important Circular—

We bring to the attention of the members of the United Brotherhood and all Local Unions, District and State Councils the attached circular calling attention of all trade unionists to the policy which the KOKEN BARBER SUPPLY COMPANY OF ST. LOUIS, MO., has for many years adopted toward organized labor. This firm is one of the largest manufacturers and retailers of barber supplies in the country and has branch stores in a number of cities.

The circular is issued by a publicity committee of St. Louis trade unionists representing the Carpenters' District Council of that city and the members of the following seven other trades interested: The Painters' District Council; I. A. of Machinists, District No. 9; Upholsterers' Union No. 21; Metal Polishers, Buffers and Platers, Local No. 13; Sheet Metal Workers' D. C.; Plumbers and Steam Fitters' United Association, and Stationary Engineers, Local No. 2, and reads as follows:

"The firm (the Koken Barber Supply Company) has not, for years, employed organized labor in its shops and factories. It has refused to grant to the workmen in its employ the right to organize and endeavor to obtain better conditions as to hours and wages. It has discharged such of its employes that have joined the union in order to better their conditions. It has refused to enter into negotiations with the representatives of organized labor who have endeavored to obtain the same working conditions for its employes as are enjoyed by the same classes of workmen in other shops that are now employing union men. It has thus shown itself to be the persistent and uncompromising foe of organized labor. It has come to our knowledge that some of the traveling representatives of this firm, who may be carrying a card, are endeavoring to create the impression that the firm is a union firm, when this is not the case. The members and friends of organized labor are cautioned to contradict these actions of said traveling representatives wherever noted, as the only reliable statement regarding this matter can be obtained from one of the undersigned organizations."

All central bodies and Local Unions are urged to give the contents of this circular the widest possible publicity.

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(Continued from Page 33.)

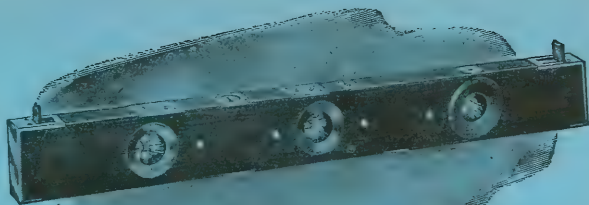
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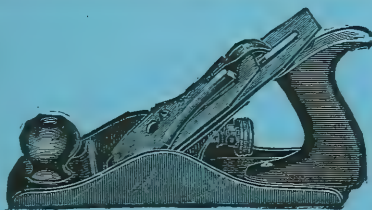
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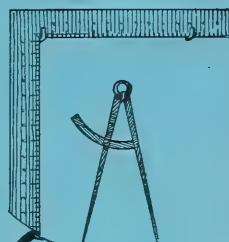
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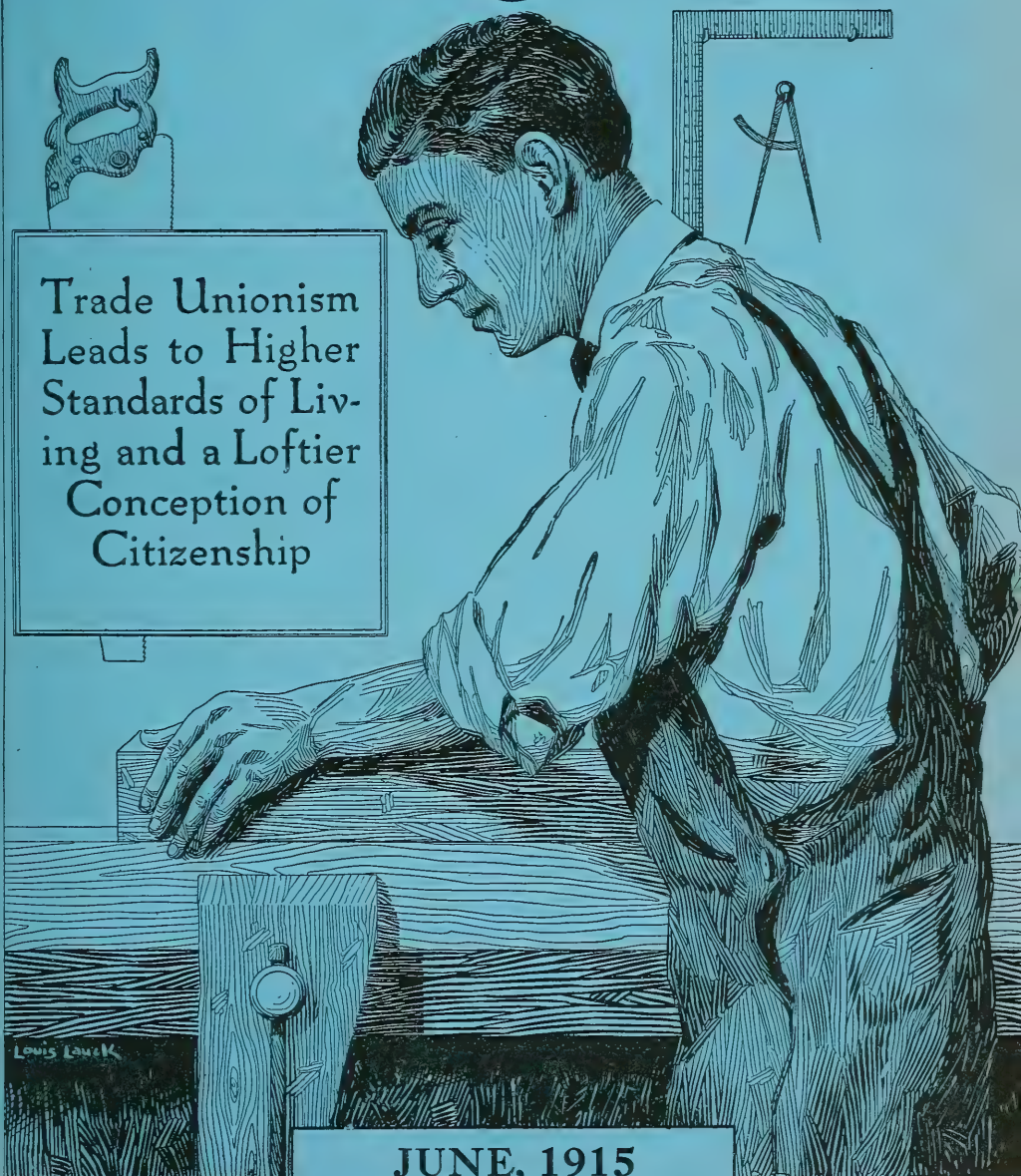
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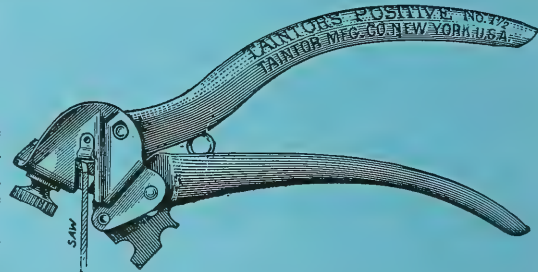
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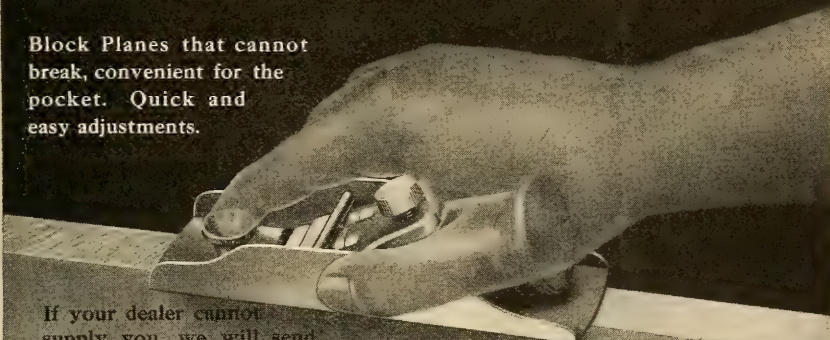
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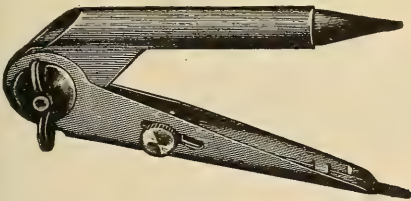
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Muffle the drums! Lay the colors away!
No longer the bayonets gleam in the sun,
For, at least for my boy, all the fighting is done,
And the loss is my own, though the battle be won.
Hear the cheers!
Mine the tears;
And the heartache is mine, for the dead, stark, and gory;
My proud boy is dead—I've no part in your glory;
No part but the sorrow—'twill last me through life.
So, muffle the drums,
To hell with your strife!

Muffle the drums! Lay the colors away!
'Tis the bivouac time and night falls on the field!
Reap the harvest of death, you've a wonderful yield,
Where the guns plied the thickest, and back the lines reeled.
In the front of that line
Lies a boy, who was mine!
The fruit of my womb; on my lifeblood made strong;
Just for this to be shot! Ah, 'tis cruel and wrong;
All alone, to the grave, I shall hear the guns roar.
So, muffle the drums,
To hell with your war!

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LIKE THE ROCK OF GIBRALTAR

(By H. B. Moyer.)



EVER since the world began its endless grind poets and others of the ilk have been dilating on the joys of labor. Up to date, however, no one has, to my knowledge, ever canted whole-heartedly upon the inexpressible sadness of being out of work. The

denizen of Tin Pan Alley, who wrote our pet organ grinder's favorite little ditty—"What y' goin' t' do when th' rent comes 'round?"—came pretty close to it, but that lets scribes and scribblers alike right out of it. All the poems and treatises I have read on Labor ran something along the lines of Isaac Bickerstaff's "Love In a Village," to-wit:

There was a jolly miller once

Lived on the river Dee;

He work'd and sang from morn till night,

No lark more blithe than he.

Even the preacher in the swell church around the corner sidesteps the subject as he stands in his pulpit and looks down into the upturned faces of his wealthy congregation.

Nobody likes doing unpleasant tasks. It is far more agreeable, for example, to write or talk about the joy of getting up with the birds, and, then, after a hearty breakfast of cold storage eggs and chemically cured bacon, trudging cheerily off to work with a light heart and a full dinner pail, than it is to picture the woe of an empty larder and an empty stomach. It matters not, so far as I can determine, whether the dinner pail contains luxuries or merely the proverbial boarding house standard of dinner pail food, like cold egg sandwiches, doughnuts, prunes, and the like.

Of course, there is this about the question: everybody knows that being out of a job is no fun, even if lots of those who could, and perhaps should, say little or nothing about it.

I don't know which of the two English-speaking countries on this continent got it worst in the matter of unemployment when the War of the Nations broke out, but I suspect that whereas Canada got it in the neck the United States received it in the region of the rear collar button. And I don't only suspect, but I know positively that while the newspapers were filled with editorials and requests from the Canadian government suggesting that employers go light in reference to throwing men out of work during this critical period, apparently nearly everybody who employs six men found some sort of an excuse for stopping the pay of at least three of them.

Even the Toronto city council, which organized an unemployment committee to visit employers and to take such other steps as were deemed advisable to stem the tide, turned around and lopped off so many estimates for public work that the heads of the various departments affected had to lay off a host of help. Verily, verily, "Consistency, thou art a jewel!"

And that brings me around to the point I have been steering for, namely, that even granting that some folks outside the ranks of labor will discuss, in a half-hearted sort of way, the problems of the working classes, there is only one institution which will always measure its actions with its words, and that institution is the much-maligned Organized Labor. A man is given a chance through his labor union of making himself independent of the unscrupulous employer who preaches one thing and practices another—the fellow who writes to the newspapers and advocates keeping all hands busy even if only for four days a week, and then hies himself to the factory and lops off heads right and left. The union man, who, after earning good wages for a few years, lays himself up a tidy nest egg, is in the position of the man who, having a commodity to sell, and at present having only a limited market

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for it, can afford to smile as he sits back and gets along economically on what means of sustenance he has already acquired, while awaiting a wider market.

I have heard people argue that it didn't really matter what wages men got, they wouldn't have any more at the end of a given time with good wages than with bad. Even admitting, though, for sake of argument, that most of us—and this applies not only to the working classes, but all classes—generally live fairly well up to our income, that phase of the situation must give way to the obvious fact that every man is entitled to at least a fair share of what he creates for others, regardless of what he does with it afterward. We of the working world might well argue in turn that the employer should give us even a larger share of what we create for them because they would only frivol their share away on champagne, automobiles and plain and fancy yachts.

But organized labor, as the voice of the workingman, is not asking for anything unreasonable. It deplores all forms of charity because it believes that if the working people received what was due them they would never be in need of even the semblance of charity at the hands of the too often hypocritical rich.

There may be problems common to the working people which even organized labor, with its century and more of experience and earnest endeavor to get at the bottom of things, hasn't been able to overcome, but if so it hasn't been because of lack of honest endeavor.

It is the one institution which in all the wide world gives the workingman a fair, honest run for his money. It is of the working people, and for the working people; and, like the mighty faraway rock of Gibraltar, it stands the test of time.

HOW THE SKILLED WORKER CAN GAIN LAURELS

(By Warfield Webb.)



HERE have been changes in the building industry just as in all others, and there have been men who have deemed it wise to profit by these changes and to move along and upward with them. They have been alive to the fact that in order to suc-

ceed a man must be alive to the demands that will make him valuable to those who want the best work done. The carpenter of to-day is not the same artisan as he who existed a generation ago. He has been replaced; instead of the worker of the old school, we find the man who is capable in specialization, and there has been a reason for this condition. The decrease in the available lumber supply has been given as one reason for the change. Our modes of living also have changed. We now work with

almost superhuman rapidity. We want things done in a hurry. If you cannot cope with the newer conditions, your services will be in poor demand.

What was the percentage of carpenters who awoke to the change when it came? Where did these men expect to find employment when there was a substitution of other materials for lumber? Did they become paralyzed with the idea that they would become beggars from a lack of work? On the other hand, perhaps they welcomed the change in that it brought to them newer possibilities in the field of labor, and lifted the commonplace worker to a height where he could command a higher wage and a more exalted position. The change that has come about brought with it newer possibilities. There was the need for the man with ideas that could be worked out. Ordinary carpentry work was to a large degree discarded or left to the journeyman who still clung to the old ideas of building.

The more progressive men welcomed

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anything that would make it possible to do a better job at a higher wage. There were newer demands for work of a special character. The erection of large factory and office buildings called for work of a particular kind. The ordinary carpenter would scarcely be able to undertake it. He would have been at sea to know where to begin and how to complete a contract that demanded thinking men with active brains. Even residences to-day are erected with such nicety that the man who can do only ordinary labor has to be alert in order to make that simple operation of value.

Higher wages naturally acted as an incentive to do that higher grade of work which architects and contractors demanded. The latter were forced to find men who were capable, and these men in turn saw and profited by the changes that each day brought about. How could they become equal to the new conditions that arose about them without a deeper study of the industry? Could any man even hope to move forward simply by following out the old set rules that had been his guiding star in the old days? Did he seek the advice and the suggestions of the modern man or of those who had built his father's house?

A careful notation of the character of the work found in any first-class building to-day was primarily demanded of him. He also found it necessary to look up and read the publications that are written and printed for his enlightenment. His inspection made it clear that the interiors in a very special way were a vast change as compared with the buildings that were common a generation ago. What, then, did these things make plain to him? They brought him face to face with a condition and with a class of workmanship that was to the old-timer a marvel. Skill, accuracy, care, knowledge—these are the requirements to-day of the man who is moving along in a progressive manner.

Is he doing his part to foster this idea of progress? Now, the man who does this kind of work is not merely a ma-

chine. He is a thinker. His hands are guided by an active brain. This brain is a different organ from that of the old worker. In the old days it was the eye, his little knowledge of figures, and his strong hand that guided him. To-day there is demanded, in addition to these, a keener knowledge and a real ability that comes only with persistent study. He cannot depend upon his own efforts alone. He has to use his labor in conjunction with his intellect and the intellect of others.

The changes are vital to his future. The machine that at first came to be looked upon by the timid man as an interloper, and as a destroyer of his future, in reality was the boon that was needed to assist in his uplift. This monster that cuts and carves and trims and planes was the power that the newer conditions demanded. Without this aid where would he be to-day? No, the man who is thinking and making progress welcomes the machine as just another item that has decreased his manual labor and increased his power for making the goal easier to reach.

Such a man gladly welcomes the continuous changes that are assisting him in his daily labors. How gladly does he welcome the forward trend that does so much to place his calling on a higher plane and that brings his active labors to a place that must command a much higher measure of appreciation and remuneration. These are the men who are making the industry a power among the trades. These are the men who have done this labor that others might see and profit thereby. How many are there to-day who fully grasp that secret power that will still bring them to a higher plane? Encouragement must be given to the man who lags, to the man who is still content. He must be shown that the realization of ideals is possible only with endeavor. Is this not a simple duty that we owe to one another? If we have been fortunate enough to see and to grasp the opportunities that lie in the pathway of every man, then we should

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be glad to extend the hand to the man who has as yet failed to see wherein it is possible for him to attain that higher

pinnacle that has and will make the craft of the carpenter a still more noble calling in the industrial world.

A POLICY OF INDUSTRIAL EDUCATION



HE habitual American attitude toward public education is, to say the least, paradoxical, writes Professor John Dewey in the *New Republic*. Belief in publicly supported education is the most vital article of the average citizen's creed. Money

devoted to educational purposes makes the largest item in the budget, and payment of taxes for school purposes is accompanied with the least amount of grumbling. The man who ridicules his legislature, who is suspicious of his judiciary and openly flouts his police system, is enthusiastic about public education. But the connection of the public with its schools ends for the most part with their support. There is next to no provision for public control, and that little is generally felt to be a nuisance when it extends its activities beyond the financial support of the schools under its nominal charge. The direction of educational policy is no part of statesmanship; the divorce of school from politics—which presumably means matters of public policy—is thought to represent the ideal state of things. Educators have reciprocated by taking an astonishingly slight interest in the public functions attached to their own work. Social settlements, amateur philanthropists and voluntary associations, rather than professional educators, have agitated the questions of child labor and juvenile crime, of adequate recreative facilities and the wider use of the school plant, and even of preparation for making a livelihood.

That our *laissez passer* methods have worked as well as they have indicates a certain soundness in our social life, as well as at least a temporary adaptation

to our needs. That these methods will work as well in the future may be doubted. The formation by Congress of a Commission on National Aid to Vocational Education, composed of two Senators, two Representatives and five laymen, reflects both the traditional system and the feeling of need for its change. Not one of the five lay members is a professional educator. While the commission recommends the giving of aid, and drafts a bill which would involve an initial annual grant to the states of a million and a half dollars, rising to the sum of seven millions through a period of years, there is no thought of provision for a minister of education. The Federal Board in control is to consist of the Postmaster-General, with the Secretaries of the Interior, of Agriculture, of Commerce and Labor. The Commissioner of Education is to remain an executive clerk, although with somewhat enlarged clerical duties. The proposal is characteristic of our tradition. We are far from the day when direction and supervision of publicly supported education will be a public function.

Meantime the existence of an official Federal Commission is evidence of the changing situation. Congress is hardly likely to pass the bill which is recommended. Legislative action is of doubtful value till the subject of industrial education has been more thoroughly discussed. It is more important that it be treated as part of a general statesman-like policy toward education than that immediate isolated steps be taken for furthering the agricultural and trade instruction of youth over fourteen. There is as yet no public opinion as to the standpoint from which education for industry should be approached, or the aims which should control the undertaking. The reasons thus far advanced for making industrial training an organic part

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of public school education are an undigested medley. The need of a substitute for the disappearing apprenticeship system, the demand of employers for more skilled workers, the importance of special training if the United States is to hold its own in international competitive commerce, figure side by side with the educational need of making instruction more "vital" to pupils.

The oft-cited experience of Germany as to the importance of industrial education must be weighed in connection with the purpose which has dominated her efforts. This has been frankly nationalistic. The available statistics indicate that the effect of industrial education upon wages has been almost negligible, skilled workers receiving but little more than unskilled. But the effect of industrial education upon the worker's individual wage or happiness was not the animating motive. Germans claim with justice that their systematized and persistent applications of intelligence to military affairs, public education, civil administration, and trade and commerce, have a common root and a converging aim. The well-being of the state as a moral entity is supreme. The promotion of commerce against international competitors is one of the chief means of fostering the state. Industrial training is a means to this means, and one made peculiarly necessary by Germany's natural disadvantages.

One does not need to grudge admiration for the skill and success with which this policy has been pursued. But as a policy it is extraordinarily irrelevant to American conditions. We have neither the historic background nor the practical outlook which make it significant. There is grave danger that holding up as a model the educational methods by which Germany has made its policy effective will serve as a cloak, conscious or unconscious, for measures calculated to promote the interests of the employing class. It is the privilege of large employers of labor to supplement public schooling by classes which they themselves support in order to give the special knowledge and

skill required in their operations. There are many interesting and successful attempts of this kind. It is natural that employers should be desirous of shifting the burden of this preparation to the public tax levy. There is every reason why the community should not permit them to do so. Class against class, there is no reason why the community should be more interested in the laboring class than in the employing class, save the important reason that the former constitutes a larger part of itself. But every ground of public policy protests against any use of the public school system which takes for granted the perpetuity of the existing industrial regime, and whose inevitable effect is to perpetuate it, with all its antagonisms of employer and employed, producer and consumer.

In the lack of enlightened public opinion as to the place of industrial training in the public schools in a would-be democracy, even the enumeration of commonplaces may be of some help; unfortunately they are not as yet current commonplaces.

In the first place, its aim must be first of all to keep youth under educative influences for a longer time. Were it not for historic causes which explain the fact, it would be a disgrace that the larger portion of the school population leaves school at the end of the fifth or sixth grade. Irrespective of its causes, the continuance of this situation is a menace. Meager as are the efforts already put forth in adapting industry to educational ends, it is demonstrated in Chicago, Gary and Cincinnati, that such adaptation is the first need for holding pupils in school and making their instruction significant to them. In these places the aim has not been to turn schools into preliminary factories supported at public expense, but to borrow from shops the resources and motives which make teaching more effective and wider in reach.

In the second place, the aim must be efficiency of industrial intelligence, rather than technical trade efficiency. Schemes for industrial education thus far

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propounded ignore with astonishing unanimity many of the chief features of the present situation. The main problem is not that of providing skilled workers in the superior crafts. Taken by itself, this is a comparatively simple problem. But it cannot be taken by itself, for the reason that these crafts are the ones already best organized and most jealous of efforts to recruit their numbers beyond the market demand, and for the reason also that automatic machinery is constantly invading the province of specially trained skill of hand and eye. Wherever automatic machines develop, high specialization of work follows. In the larger cities even the building trades now represent a grouping of a very large number of separate occupations, demanding for the most part simply skill in managing machines. The automobile is a complicated machine, nevertheless 95 per cent. of the labor of manufacture in the cheaper cars is unskilled. Such facts are typical. The rapid change by means of new inventions of the forms of machine industry is another controlling consideration. The mobility of the laboring population in passing from one mode of machine work to another is important. Such facts cry aloud against any trade-training which is more than an incidental part of a more general plan of industrial education. They speak for the necessity of an education whose chief purpose is to develop initiative and personal resources of intelligence. The same forces which have broken down the apprenticeship system render futile a scholastic imitation of it.

In a word, the problem in this country is primarily an educational one and not a business and technical one as in Germany. It is nothing less than the problem of the reorganization of the public school to meet the changed conditions due to the industrial revolution. In view of this consideration, the absence of all educators from the Commission on National Aid to Vocational Education has a peculiar significance. Professional educators are not free from blame, because of their indisposition to face the ques-

tion of educational reorganization. But to leave educators out of the discussion of an educational problem is a curious proceeding. They will have to take a large share in the execution of any plan which may be adopted. If they cannot be trusted to have a responsible share in the making of the plan, the chances of their successful execution of it are indeed slight. The situation also adds peculiar significance to the fact that the Commissioner of Education is made by the bill an executive clerk of various departments of the government which have direct concern with certain forms of industry but none with education. It is not an immediately important question whether there be a minister of education in the cabinet. It is a fundamentally important question whether or no a federal policy with respect to industrial education be initiated which relegates the educational interest to the background.

Labor Always Pays The Bill

When nations strive in bloody war to show
the power of kings;
When battle smoke rolls near and far and
steel on helmet rings;
When famine stalks abroad the land and
crushes 'neath its tread,
It's only walking hand in hand with greed,
and power, and dread;
And when the awful reckoning comes and
battlefields once more are still,
You'll find the crape on labor's homes, for labor
always pays the bill.

When Mr. York or Mr. Worth puts up great
blocks of brick and steel,
With storerooms down below the earth, and
almost tall enough to reel,
Just trace the income to its source—the mines
and factories—the shop,
And you will get the truth, of course, which
no evasion can put off;
Just follow down the ledger's page and audit
up each debt, until
You come to York and Worth's own page—
you'll find that labor paid the bill.

And so it is o'er all the earth, where men at
daily labor toil
To get enough to eat from Work, while York
and Worth get all the spoil.
If labor'd drop its daily task and cease to
work, the world would fall.
What then would happen, do you ask? Why,
York and Worth would hit the wall.
So when the workman drops his tools and lies
in his fast slumber still
He knows he's followed out the rules of life
and helped to pay the bill.
—Guy E. Polley, L. U. 948, Sioux City, Ia.

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INTUITION A VALUABLE ASSET

(By Owen Bernard Maginnis.)



HIS peculiar attribute indispensable to every skilled and responsible mechanic placed in charge of men or works involving danger, or risk or responsibility is one which may either be inborn, or developed by environment or occupation. Many sailors and soldiers possess it in a high degree; also many artisans (both largely the result of the two conditions named above, with the addition of experience, which teaches all things, or at least should do so).

It is not a difficult matter to realize from observation, error or uncertainty; but to feel instinctively, without any foregoing or previous knowledge, whether any or such thing is right, safe, or wrong, or that any accident may happen or incident may occur and provide for or against the same, might be assumed as an elementary definition or description of intuition. To be forewarned is to be forearmed.

Premonition through the senses should never pass unheeded. We all know when it is cold and snowing, and take measures to protect our bodies by extra clothing or by providing fuel. We also know what to do in the event of distress or sickness, and yet we may set behind us the warnings arising from our daily occupations. The carpenter will cheerfully plod on regardless of the fact that the building or scaffold on which he is working is unsafe; indeed, I've known some who did this at the cost of their lives. The woodworker will run his machine on and on, regardless of danger, confident in the element of luck, which is a very uncertain quantity and hardly to be depended upon. Similarly with all the trades.

The mind travels rapidly and always

in advance of the actions of the body. Which of us, sitting after breakfast smoking our pipes, do not, if we are wise, think out the possible coming events of the advancing day, and make mental or manual preparations for the same? If certain, we are confident; if in doubt, we fear, and will take precautions for possible emergencies of greater or lesser moment or possibility; yet you never can tell what a day will bring forth. Omens are out of date and ignored, and superstitious persons are nowadays laughed at, yet dreams often still come true and fancies often become facts, so that even though one may at first cast such behind him, it is right to be cautious and act with discretion on their mental suggestion. In this generalization on the subject it might be stated that too frequently this trait is ignored to the detriment or loss of those who fail to cultivate it.

In these busy, rushing times, when all are so engrossed in earning a living, we are apt to forget or overlook possibilities and push on without insight, confident in those in whom we put our trust. Confidence, too, is often misplaced and trust proves unworthy.

Of course suspicion, a factor generally engendered by doubt, may often lead one to an erroneous conclusion, and is apart from the faculty of intuition, which, if anyone can explain how, should be cultivated to provide against accidents or errors and help us along in our efforts to safer and more successful conclusions.

Prolonging the Agony

A woman was bewailing the death of a favorite dog, which had succumbed after swallowing a tape measure. "Poor dear," said her friend, "I suppose it died by inches?" "No, it went round to the back of the house, and died by the yard."

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LABOR LEGISLATIVE RECORD OF 63D CONGRESS

Measures of Interest to Labor Enacted.

Organizations of labor and farmers taken from the purview of the anti-trust act.

Limitation of the use, and prevention of the abuse of the writ of injunction by federal courts in labor disputes.

Legislation defining and restricting punishment for alleged contempts of injunction writs issued by federal courts.

Department of justice prohibited from using anti-trust appropriation funds to prosecute labor and farmers' organizations under the anti-trust act. First session.

Department of justice prohibited from using anti-trust appropriation funds to prosecute labor and farmers' organizations under the anti-trust act. Second session.

Department of justice prohibited from using anti-trust appropriation funds to prosecute labor and farmers' organizations under the anti-trust act. Third session.

Passage of seamen's law, abolishing involuntary servitude; providing better treatment of seamen and improving life-saving provisions on vessels at sea.

Old conciliation, mediation and arbitration act repealed. New law enacted with permanent officials appointed to administer it in behalf of railroad employees engaged in operating service.

Eight-hour law enacted for women and child workers of the District of Columbia. (Decided constitutional March 13, 1915, by Supreme Court of the District of Columbia.)

Eight-hour law passed for employees under the Alaska coal land act.

Compensation for injuries act extended to postoffice employees.

Industrial education provided, with appropriations, for farmers and rural residents under the agricultural extension act.

Taylor system, stop-watch and speeding-up methods in United States arsenals prohibited.

Taylor system, stop-watch and speeding-up methods in United States navy

yards, gun factories and torpedo stations prohibited.

Piecework prohibited in postoffice department, Washington, D. C.

Public construction of battleships, transports and other vessels in United States navy yards, extended. Repairs to vessels of the navy to be made in governmental instead of private yards. Steadier work assured to employes of government navy yards.

Licensed officers, such as masters, mates and pilots, guaranteed right to quit, and protected when reporting defects of their vessels to government inspectors.

Bureau of mines act extended and strengthened. Ten new experiment stations and seven new safety stations provided.

Senatorial investigation of industrial dispute in coal fields of West Virginia, whereby peace was restored; the eight-hour day secured; check weighmen provided, and 10 per cent increase in wages gained—right of organization guaranteed and other improved working conditions included.

Postoffice employes—annual promotion maintained, notwithstanding the postmaster general's effort to substitute biennial for annual promotions.

Eight-hour law for postoffice clerks and carriers retained, notwithstanding the effort of the postmaster general to change radically.

Letter carriers' salaries restored, notwithstanding the effort of the postmaster general to reduce the pay of letter carriers, known as collectors, from \$1,200 to \$1,000 per year.

Locomotive boiler inspection act extended to cover locomotive engines and tenders.

Leave of absence with pay to employes of government printing office extended from twenty-six to thirty days per year.

Impeachment proceedings of Judge Wright responsible for his resignation.

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—Measures of Interest to Labor Which Failed of Enactment—

Immigration law with literacy test failed of passage over President's veto by four votes.

Convict labor regulations for domestic and foreign commerce, failed in Senate.

Child labor bill failed in Senate.

Employers' liability and workmen's compensation for government and railroad employes failed in the House and Senate.

Bureau of Labor safety bill failed in Senate.

Conservation bill with eight-hour proviso failed in Senate.

Hours of service law with minimum penalty provision failed in Senate.

Eight-hour law for telegraphers on railroads failed in House.

Old age pension, superannuation and retirement bills not advanced.

Employment bureau measure reported too late for action.

Safer building operations for the District of Columbia failed in Senate.

Safety appliance on railroads bill not advanced.

Proceedings for impeachment of Judge Dayton dismissed in House.

A. F. OF L. EXHIBIT AT 'FRISCO FAIR

Visitors to the Panama-Pacific Exposition should not neglect to visit the handsome exhibit of the American Federation of Labor which is located in the Palace of Education and Social Economy. The general public will find there much to interest it, especially all who care to study the great movement of the workers on the American continent. But it is to the bona-fide union man that this exhibit will appeal with the greatest force, for there he will receive in a unique way the inspiration that must come from the tangible proofs of the great successes that the trade union movement has won since the organization of the A. F. of L.

At the request of President Gompers all the leading national and international unions were invited to co-operate in making this a notable exhibit of their history, work and achievement and the manner in which they responded was very gratifying.

The exhibit is housed in a strikingly artistic booth, the facade of which is of beautiful design, there being four Corinthian columns, surmounted by an ornate cornice. An archway in the center forms a wide portal entrance. On each side of the main archway, just above the columns in panels are the inscriptions, "American Federation of Labor." At

the outer ends of the panels are placed the union label of our U. B. and of the Brotherhood of Painters both of appropriate size. The supports for both arches bear the seal of the A. F. of L. worked out in relief.

The interior of the booth has an air of simple dignity that is striking. Lavishness is absent but there is an appropriateness and harmonious correlation of adornment, charts, pictures and furnishings, the effect of which is most artistic. A frieze adorns the side and end of the interior which represents, by human figures and symbols, the various industrial pursuits, as well as the arts and sciences and interwoven in the symmetry and combination of figures is outlined the workers in iron and wood, the agricultural and unskilled laborer. To indicate the universality of all forms of labor the centerpiece consists of a globe, on which a replica of the western hemisphere stands out surmounted by an eagle with outstretched wings.

Beneath the frieze is grouped the charts and pictures furnished by the A. F. of L. and the national and international organizations. The centerpiece around which is grouped the entire exhibit is Edwin Markham's celebrated poem, "The Man With the Hoe," illustrated by Millet's striking picture. On

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either side of the centerpiece there are two pictures, one the "Modern Worker—and a Man," and the other, "The Driller." Surmounting them is a composite creation entitled the "Bridge Builder."

Of especial interest to the members of the U. B. who will visit the exhibit are the three charts contributed by our or-

sums which have been paid out in benefits.

Very interesting also are the numerous charts denoting the progress made by other national and international organizations, especially those exhibited by the A. F. of L., which show the aims, purposes, methods and achievements of



A. F. OF L. BOOTH AT EXPOSITION.

ganization. These strikingly illustrate the growth and progress of the Brotherhood. One gives the time and place of our conventions since the year 1881, the number of delegates present and the unions and membership represented; another the increase in wages and the shorter workday secured since 1881; while the third chart shows the large

the organized labor movement as a whole. No union man visiting the exhibition grounds should fail to visit the A. F. of L. booth. He can pass a very instructive and interesting half hour there and thus gain a more vivid impression of the importance and extent of the great work that the labor movement is doing.

More Trade Unionists Needed

One of the greatest needs of the world of labor, says C. D. H. Cole, is for more trade unionists. If the unions are to bear any important part in the control of industry they must stand not for a section, but for all the workers. At the same time it is clear that this end can be reached only by sectional action; they will come to include all workers in all

industries only by first getting into their ranks all workers in some industries. As, in any industry, the number of workers organized becomes really representative of the industry as a whole, it is possible to begin agitation against the continuance of non-union workers. Refusal to work with non-unionists should be an integral of every union strong enough to

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Out to Old Aunt Mary's

JAMES WHITCOMB RILEY

Wasn't it pleasant, O, brother mine,
In those old days of the lost sunshine
Of youth—when the Saturday's chores were
through,
And the "Sunday's wood" in the kitchen, too,
And we went visiting, "me and you,"
Out to old Aunt Mary's?

It all comes back so clear today!
Though I am as bald as you are gray—
Out by the barn-lot, and down the lane
We patter along in the dust again,
As light as the tips of the drops of rain,
Out to old Aunt Mary's.

We cross the pasture and through the wood,
Where the old gray snag of the poplar stood,
Where the hammering "red-heads" hopped awry,
And the buzzard "raised" in the "clearing" sky,
And lolled and circled, as we went by
Out to old Aunt Mary's.

And then the dust of the road again,
And the teams we met, and the countrymen;
And the long highway, with sunshine spread
As thick as butter on country bread,
Our cares behind, and our hearts ahead
Out to old Aunt Mary's.

And the romps we took, in our glad unrest!
Was it the lawn we loved the best,
With its sweeping swing in the locust trees,
Or was it the grove, with its leafy breeze,
Or the dim hay-mow with its fragrances—
Out to old Aunt Mary's?

Why, I see her now, in the open door
Where the little gourds grew up the sides and o'er
The clapboard roof! And her face—ah, me!
Wasn't it good for a boy to see—
And wasn't it good for a boy to be
Out to old Aunt Mary's?

For, O, my brother, so far away,
This is to tell you—she waits today
To welcome us. Aunt Mary fell
Asleep this morning, whispering, "Tell
The boys to come." And all is well
Out to old Aunt Mary's.

Editorial



THE CARPENTER

Official Journal of

**The United Brotherhood
of
Carpenters and Joiners of America**

Published on the 15th of each month at the
CARPENTERS' BUILDING
Indianapolis, Ind.

UNITED BROTHERHOOD OF
CARPENTERS AND JOINERS OF AMERICA,
PUBLISHERS

FRANK DUFFY, Editor

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Address all Letters and Money to
FRANK DUFFY,
Carpenters' Building Indianapolis, Ind.



INDIANAPOLIS, JUNE, 1915

Propositions Submitted for Referendum Vote

A very important circular was mailed to the officers and members of all local unions on May 12, submitting two propositions to a referendum vote of our entire membership in accordance with the action and instructions of our eighteenth General Convention held in Indianapolis last year.

The first proposition to be voted on deals with a slight amendment which is made necessary in section 44, first paragraph of our general laws, in order to comply with section 13 of same. The latter section, adopted by the last General Convention, requires that a copy of our official monthly Journal be sent to the home address of each member. In making arrangements for this new de-

parture, difficulty was experienced with the postal authorities, who pointed out that the laws governing second-class matter, forwarded direct to the individual, must be observed and complied with. This meant that the terms of the new section could not be met, and The Carpenter forwarded individually to each member, unless it could be shown that each member actually subscribed for it, as this is an important requirement of the postal regulations on second-class matter.

In order, therefore, to show somewhere in our laws that each member pays for The Journal through his monthly dues, it was decided that section 44 of our constitution and laws must be amended, setting apart a certain amount of each member's monthly dues as his subscription.

The proposed amendment to section 44, submitted for the approval of the membership in accordance with this decision, is as follows:

Amend Section 44, first paragraph, of our General Laws as follows:

"Beneficial members entitled to donations shall pay not less than seventy-five cents (\$0.75) per month dues, and semi-beneficial members entitled to donations not less than fifty cents per month dues, five cents (\$.05) of which shall be paid by each of such members as subscription to the official monthly journal, 'The Carpenter,' and shall be so applied. No officer or member shall be exempt from paying dues or assessments, nor shall the same be remitted or cancelled in any manner."

The membership should bear in mind, of course, that this slight change in the wording of the section is purely formal. It does not make monthly dues any more or less than at present, and it does not increase the per capita tax to the General Office. Its sole *raison d'être* is

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simply to enable us to comply with the postal laws on second-class matter so as to be able to send the monthly journal direct to the home of each member when the new printing plant, which is being installed at Headquarters, is in operation.

It is, of course, to be distinctly understood that a strict accounting must be kept at the General Office of the subscribers to the Journal and the amount of their subscriptions; similarly, a detailed account will be kept of the cost and maintenance of the printing plant.

The second proposition submitted for referendum vote deals with the general form of apprentice indenture, agreement papers and instructions, drafted by the General Executive Board in accordance with a resolution adopted at the last General Convention. These proposed general indenture forms were published in full as part of the proceedings of the second quarterly session of the General Executive Board, which appeared in the May issue of *The Carpenter*. It is now for the membership to say whether these shall go into general effect or not.

* * *

Our New Mailing List

Another important communication was addressed to the recording secretaries of all locals last month, also in connection with Section 13 of our constitution and laws which requires that *The Carpenter* shall be mailed direct to each member. To do this properly, the circular states, it will be necessary for the General Secretary to have the full name and correct address of each and every member at the General Office. Accordingly, address lists were enclosed with instructions that they be filled out correctly by the financial secretary of each local and returned to headquarters without delay.

This is a very important matter and it is to be hoped that recording and financial secretaries will give it their prompt attention, for on it, to a great extent, will hinge the success or failure of the new plan of mailing the journal direct. When it is considered that our membership is now within appreciable

distance of the quarter of a million mark it will be realized that the compilation of a correct mailing list of such proportions is no small task. It will be necessary, of course, to have this list complete by the time the printing plant is in operation at the General Office. The urgency of the request and the necessity of complying immediately with the instructions contained in the circular are therefore very plain. See to it that the list from your local has been carefully filled out and returned to headquarters.

* * *

'Whom the Gods Would Destroy,' Etc.

The astounding conviction of John R. Lawson, executive board member of the United Mine Workers, at Trinidad, Colo., on a charge of complicity in the killing of John Nimmo, a deputy sheriff, is a fair sample of the kind of justice a labor leader may expect to get in a stronghold of the western mine barons. In the first place, there was no direct evidence to connect him with the killing of Nimmo which occurred in a pitched battle on October 25, 1913, when an attack was made on the strikers' colony by the private army of the corporations in the guise of state militiamen and deputy sheriffs.

To quote an associated press dispatch, it was "the theory of the prosecution that he was in charge of the tent colony and in command of the strikers during the battle," and this "theory" proved sufficient grounds for a jury picked by the subservient sheriff of Las Animas county to condemn Lawson to a life term in the Colorado penitentiary. Such a verdict seems nothing less than a travesty of justice and we are confident it will not be allowed to stand.

In the trial all the power and influence of the coal companies were directed toward securing a conviction, the prosecution basing its case almost entirely on the testimony of hirelings and henchmen of the operators who, themselves, were primarily responsible for the blood that was spilled and the hate and turmoil engendered during the weary months of this bitter strike. The

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fact that the killing of this man (whose standing as a deputy sheriff was open to doubt as he was not a resident of either the county or State) occurred in a raid made by the same men who a few months later swooped down upon the Ludlow tent colony in the guise of state militiamen, and brought death and destruction to the miners and their families, did not appear to have had any effect upon the minds of the jurors. The evidence plainly showed that he was killed in an attack on the tent homes of the strikers.

Notwithstanding all this, however, Lawson was found guilty, not because he had any connection with the death of this man but purely on the theoretical ground that he was the commander of the men, some of whom fought with the deputies.

It is plainly evident that the local authorities and the coal operators left no stone unturned to secure a conviction. They so strongly provided against failure that it would seem that in their desire for revenge they went to lengths which will ultimately be of assistance to the defense in having the trial set aside. Already the Colorado Federation of Labor has petitioned the Commission on Industrial Relations to investigate the procedure of the Colorado courts before which John R. Lawson and Louis Zancanelli were convicted. In the latter case when eight jurors out of twelve voted to acquit Zancanelli the coal operators, in their desire for a conviction resorted to the open venire system of choosing jurors for a new trial and coal company employes and men who had fought with the striking miners were selected to serve upon it. The verdict which these men brought in was naturally a foregone conclusion.

Commenting on the Lawson case the United Mine Workers' Journal remarks:

In the case of John R. Lawson we see one more step toward the elevation of the corporation's army above the government of State or nation. If the verdict of the jury picked by one creature of the corporations, the sheriff of Las Animas county, who attained his office only by the votes counted

for him in the closed camps of the mine owners, and forced upon the intended victim by a special judge whose office was created at the instance of another well-known creature, an employe of the mine owners, and which judge supposedly left the employ of the mine owners to accept this especially created office, we say, if this verdict is allowed to stand, it will mean that the American worker is forbidden, under fear of the law as it can be manipulated, to defend himself, his home or family from the murderous attacks of this force—the hireling army, that is not responsible to anyone but those who can purchase their services.

It might just as truly be said that if such a verdict should be allowed to stand and a leader of the miners be convicted for crimes alleged to have been committed by the strikers then it also stands to reason that the mine operators and the Rockefellers should be held responsible for the illegalities and depredations of their thugs and gunmen and held to strict account for the ruthless killing of men, women and children at Ludlow and elsewhere.

The truth of the whole matter is that the so-called trial of John R. Lawson, Louis Zancanelli and others were just as much a part of the warfare against the miners as were the employment of mine guards and strike-breakers. Little can be gained today by victimizing a labor official of the type of John R. Lawson. The only effect it can possibly have will be to intensify the sense of injustice in the hearts of the thinking people of Colorado and nerve them to do their utmost to overthrow for all time the unjust and arbitrary power which the corporations have gained.

* * *

Anent Invitations

Almost every morning's mail at the General Office contains one or more invitations from the membership in various parts of the United States and Canada requesting the presence of the General President, General Secretary or one of the other General Officers at special gatherings which have been arranged. These include state council conventions, banquets, anniversary celebrations, organization meetings, picnics and so forth.

It should be borne in mind, however,

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that it is absolutely impossible for the General Officers to fill anything like all of these invitations so kindly sent them. To attempt to do so would seriously hamper the transaction of the business affairs of the U. B., which, with the increasing growth of the organization, constantly make greater demands on the time and the attention of the officers.

Whenever it is possible General President Kirby does his utmost to see that a representative of the General Office appears in response to invitations sent in, but a General Officer or member of the General Executive Board is not always available for the purpose because of other and more pressing duties. Often it occurs, too, that the General President has only one such representative to send out although three or more engagements may be required to be filled on the same day. Under such circumstances he sends a representative where he believes he will be of the greatest service. He would not be likely, for instance, to ignore an important state convention and send the only General Officer or G. E. B. member available to a less important event.

Officers of local unions, district councils, and even state councils, should not be disappointed when a General Officer fails to put in an appearance in response to an invitation and should not allow themselves to feel that they have been slighted in any way. If it were possible the General President, General Secretary or some of the other General Officers would personally feel much pleasure in accepting all such hospitalities. To mingle with the rank and file, revive old friendships and draw closer the bonds which unite the membership in a fraternal way is always a source of joy; but the great expansion of the U. B. in recent years renders it a difficult thing to keep up the satisfying sense of personal contact which was such a charm in past days. Our wider sphere of action has increased responsibilities ten-fold and routine official duties become more pressing each year, rendering it increasingly difficult for any of the General

Officers to be away from headquarters more than they can possibly help.

We do not intend any one to infer from this that we desire to discourage the practice of sending such invitations to the General Office. It is always a source of great pleasure to the General Officers to receive them and to appreciate the spirit in which they are sent. We mention it merely to show that it is not through any fault of the General President or any of the General Officers that such invitations are not accepted in all instances.

* * *

Industrial Commission Obtaining Results

It may not occur to those who have followed the newspaper accounts of the proceedings of the Industrial Commission that the storm which arose when Chairman Walsh subjected John D. Rockefeller, Jr., to a searching cross-examination regarding his connection with the Colorado strike situation is in no sense a proof that the commission has been shipwrecked on the shoals of radicalism whither it had been piloted by Mr. Walsh. Yet that is the impression which many of our rock-ribbed, conservative newspapers would like to convey and even many more which have, when it suited them, proclaimed themselves "friends of labor."

Far from being indicative of such a condition, it appears to us that the abuse which Mr. Walsh has been subjected to and the disposition to place the halo of martyrdom over young Rockefeller's head is a very fair indication that the commission is achieving, by slow degrees, to be sure, those desirable results expected of it. Is it not evident from the impotent fury and ceaseless tail lashings of the money interests that the nation is being aroused to a sense of the causes underlying our social unrest and that public opinion is being focused on the evils of our industrial system?

We believe that no one realizes this more thoroughly than Mr. Walsh himself and we are equally sure that he was conscious of it during his masterly exami-

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nation of young John D. He sought to draw from that young multimillionaire plain, unequivocal facts bearing on his connection with the Colorado strike in substantiation of the now famous "Rockefeller letters." To get definite answers to definite questions out of the maze of quibbling and evasion which usually marks the attitude of the favorite sons of "big business" toward industrial issues was his aim. How far he succeeded is now generally known and the results obtained, it seems to us, furnish a material contribution toward the end for which the commission was created, that of seeking "to discover the underlying causes of dissatisfaction in the industrial situation."

In a statement given out in Kansas City on May 31, Chairman Walsh declared that the commission had proved the responsibility of John D. Rockefeller, Jr., himself for everything that had happened in Colorado.

"The record of the Washington hearing of the commission," said he, "is remarkable to my mind, chiefly because every major indictment brought against the Rockefellers, father and son, as well as other coal operators working with them in Colorado by the bitterest of agitators has been proved out of the lips of John D. Rockefeller, Jr., or the men whom he hires to carry out the joint wills of his father and himself; in most instances backed up by the letters over the signatures of these men.

"Political domination, intimidation of the Governor, contempt for government and the American people as a whole, the prostitution of the State to private interests, an utter contempt and disregard for the State and Federal constitutions, as well as for statute laws; the horror of the Ludlow massacre, the exploitation of helpless miners by economic pressure, and the viler forms of larceny, the attempt to make it appear that the coal companies had met in conference representatives of the strikers when such was not the case; the carefully organized and extensive campaign undertaken to deceive the people—all of these have been

established beyond all doubt from the testimony of John D. Rockefeller, Jr., and his personal lieutenants.

"But above all, the commission has proved the absolute responsibility of John D. Rockefeller, Jr., himself, for everything that happened in Colorado."

The Industrial Commission, and especially Chairman Walsh, have done a great public service in bringing clearly before the public "indisputable facts" showing the relation between "big business" and the Colorado strike. It is an indictment of the greed and rapacity of monopolistic property interest the like of which has never been revealed before and we have no doubt that in the near future it will stir us all to action so that the evils and misuse of power which it has uncovered will no longer be possible. With this record of the Colorado investigation before them, we merely echo the words of Mr. Walsh, and say that the American people will be blind, indeed, if they fail to see the folly of trusting to the good intentions and the philanthropic impulses of men like the Messrs. Rockefeller. If we are to survive as a democratic nation some drastic steps must be taken to curb or supervise the colossal power placed in the hands of such men and which has been used with such a ruthless disregard of all legal or moral considerations.

Only Joking

A negro was lying down during the noon hour, sleeping in the hot sun. The clock struck one, the time to pick up his hod again. He rose, stretched, and grumbled: "I wish I wuz daid. 'Tain' nothin' but wuk, wuk from mornin' tell night."

Another man, a story above, heard the complaint and dropped a brick on the grumbler's head.

Dazed, he looked up and said:

"Da Lawd can stan' no jokes. He jes' takes ev'rything in yearnist."—Kansas City Star.

Official Information



**GENERAL OFFICERS
OF
The UNITED BROTHERHOOD
OF
CARPENTERS and JOINERS
OF AMERICA**

General Office,
Carpenters' Building, Indianapolis, Ind.

General President,
JAMES KIRBY, Carpenters' Building, Indianapolis.

General Secretary,
FRANK DUFFY, Carpenters' Building, Indianapolis.

General Treasurer,
THOMAS NEALE, Carpenters' Building, Indianapolis.

First Vice-President,
W. L. HUTCHESON, Carpenters' Building, Indianapolis.

Second Vice-President,
ARTHUR A. QUINN, 109 N. Market St., Perth
Amboy, N. J.

General Executive Board,
First District, T. M. GUERIN, 290 Second
Ave., Troy, N. Y.

Second District, D. A. POST, 416 S. Main St.,
Wilkes-Barre, Pa.

Third District, JOHN H. POTTS, 646 Mellish
Ave., Cincinnati, O.

Fourth District, JAMES P. OGLETREE, 278
Keel St., Memphis, Tenn.

Fifth District, HARRY BLACKMORE, 4223 N.
Market St., St. Louis, Mo.

Sixth District, W. A. COLE, 129 Henry St.,
San Francisco, Cal.

Seventh District, ARTHUR MARTEL, 1399 St.
Denis, Montreal, Que., Can.

JAMES KIRBY, Chairman.

FRANK DUFFY, Secretary.

All correspondence for the General Executive
Board must be sent to the General Secretary.

**Report of First General Vice-Presi-
dent Hutcheson for Quarter
Ending March 31, 1915**

April 19, 1915.

Mr. James Kirby, General President
United Brotherhood of Carpenters and
Joiners of America, General Office,
Indianapolis, Ind.

Dear Sir and Brother—The following
is my report for the quarter ending
March 31, 1915:

During this period there were 135
Local Unions and District Councils that
submitted by-laws, working rules and
amendments for consideration. There
were also granted twenty-one labels for
use in mills that heretofore were not
using the same on their products.

Aside from the work performed in the
General Office, I made several trips in
the interest of our organization. I vis-
ited Chicago several times and met the
officials of the B. B. C. Co. in conjunction
with a committee from the Muskegon
District Council relative to the renewal
of an agreement. Although we held sev-
eral conferences with the officials of that
company, we were unable to reach a sat-
isfactory and equitable agreement.

I also visited Bay City, Mich., relative
to the ready-cut houses, a large number
of which are being made in that city at
the present time. The situation regarding
this work is rather peculiar and, in my
opinion, would require further investi-
gation before a plan could be outlined to
properly handle same.

I visited Toledo, Ohio, in reference to
granting the label of our Brotherhood to
a firm which was doing work in competi-
tion with a firm using our label and
paying far better wages than was the
company that desired to use our label.
After making an investigation I made a
recommendation to our Local Union in
reference to handling the same, which

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was received by them and complied with.

In my former report I mentioned the fact of having had lead pencils manufactured bearing the label of our Brotherhood for distribution among our Local Unions to further advertise our label. In this respect, I would state that our Local Unions have responded heartily to our request for co-operation in this matter and we have received many orders for these pencils; in fact they have been coming in to such an extent that we are unable to fill same owing to the fact that we are unable to receive the stock from the manufacturer fast enough. These orders are filed in rotation and will be given attention as soon as possible.

In closing my report I desire to extend to you and the general membership of the Brotherhood my very best wishes.

Fraternally yours,

WM. L. HUTCHESON,
First General Vice-President.

Report of Second General Vice-President Quinn for Quarter Ending March 31, 1915

Indianapolis, Ind., April 20, 1915.

Mr. James Kirby, General President
United Brotherhood of Carpenters and
Joiners of America, General Office.

Dear Sir and Brother—I hereby submit my report for the quarter ending March 31, 1915:

During the first week in January I was engaged in Hudson County and Newark, N. J., in a conference with the Compensation Commission.

I also transferred the Amalgamated Branch of Newark, No. 2520, to the United Brotherhood. President Thorburg and Secretary Atkinson of the American Branch of the Amalgamated Carpenters were also present. The transfer of this Local met with the approval of the above named brothers.

I also endeavored during this week to get a conference with the Hudson county park commissioners relative to the employment of union men on the improvements being made at that time in the Hudson county park system. The law

relative to working men eight hours per day was being violated and it was the desire of the Hudson County D. C. to have the commission not only comply with the law, but also employ union men and pay union wages. Brothers Burgess, Cosgrove, Herman, Larkins and myself called on the commission, but were unable to meet them, the result being that the Hudson County D. C. instituted legal proceedings against the commission, thereby compelling the commission, as far as applied to hours and wages, to comply with the law, but up to the present time we have been unable to get the commission to recognize our organization.

On January 11, I visited Washington, D. C., and with Brothers Murray and Proske, representing the U. B., and Brother Phofi, representing the St. Louis D. C., met Brothers Bryson, Fessner and Sullivan of the brewery workers relative to a controversy existing between the U. B. and the brewery workers as to the repairing of boxes. The merits of the question at issue were gone over thoroughly and in detail, and after conferring several hours we adjourned the conference, the result of which we submitted to you in a special report on the 13th.

We also attended a conference with the car workers on the 13th, President Ryan of that organization and Brother Wharton, president of the railroad department of the A. F. of L., being present. The result of this conference was also submitted to you in a special report.

The balance of the month I was engaged in auditing the books of L. U. 454 of Philadelphia and conferring with the committees relative to desired changes in the workmen's compensation law of New Jersey.

On February 1, I was at the General Office to attend the installation of General Officers for the coming term.

Upon my return to New Jersey I attended several meetings of the executive board of the State Federation of Labor relative to pending labor legislation.

I also visited Roosevelt, N. J., in the

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interest of the laborers of that town, who were being exploited by the American Chemical Agricultural Co., who had reduced the wages of their laborers from \$2.00 to \$1.60 per day. These laborers, finding that they could not subsist upon such wages, went out on a strike for the purpose of having their old rate of \$2.00 per day restored. The company refused to grant this request and brought in a number of armed men, with the result that nineteen of the laborers were wounded and two killed. This outrage aroused the entire state, with the result that twenty-five of the deputies who were armed are now under indictment for murder. The legislature of the state appointed a committee to investigate the causes that led up to the strike, and also to investigate the conditions of the men engaged in the plants controlled by this company. The labor unions of the state have taken an active part to see that this outrage against law is not repeated and that justice shall be done to the families of the men killed and wounded in this industrial conflict.

With the General President of the U. B., I attended a conference in New York February 8, with Brothers Gompers and Frayne, representing the A. F. of L., Brother Brindell, representing the independent dock builders, and also representatives of the New York C. L. U., and representatives of the municipal dock builders. At this conference it was decided that a charter of the U. B. be granted to the independent dock builders under terms of a proposition agreed to by the New York D. C. executive board and representatives of the Hudson County D. C. and the Newark D. C., said conference being presided over at the time the proposition was made by Board Member Guerin of the U. B.

On the 17th I instituted the Local in New York, it being known as L. U. 1452, Dock and Bridge Builders. The balance of the month was spent in transferring their membership, which consisted of 1,731 members.

I also made several visits to the Hud-

son County D. C. and Newark relative to the dock builder question.

During the month of March I was engaged in practically the same work as the preceding month. At this time I also completed the audit of L. U. 454 of Philadelphia.

I regret to say that the dock builder question, as far as it applies to the New York D. C., still remains unsettled, but I believe that within a short time the executive board of the D. C. will see the wisdom and necessity of complying with the terms of the agreement made with the dock builders heretofore mentioned.

With best wishes, I am

Faternally yours,

ARTHUR A. QUINN,

Second General Vice-President.

Localities to Be Avoided

Owing to the pending trade movements, building depression and other causes, carpenters are requested to stay away from the following places:

Abilene, Tex.	Buffalo, N. Y.
Akron, O.	Calgary, Can.
Albany, N. Y.	Canton, O.
Alton, Ill.	Carneys Point, N. J.
Amherst, N. S., Can.	Cedar Rapids, Ia.
Arcadia, Fla.	Central City, Ky.
Asheville, N. C.	Charleston, S. C.
Ashland, Ky.	Charleston, W. Va.
Athens, Tex.	Charlotte, N. C.
Atlanta, Ga.	Chattanooga, Tenn.
Atlantic City, N. J.	Chicago, Ill.
Augusta, Ga.	Clarksville, Tenn.
Aurora, Ill.	Cleveland, O.
Austin, Tex.	Clinton, Ia.
Baltimore, Md.	Cincinnati, O.
Barre, Vt.	Columbia, S. C.
Battle Creek, Mich.	Columbus, O.
Bay City, Tex.	Concord, N. H.
Beacon, N. Y.	Concordia, Kan.
Beaver Valley, Pa.	Conway, Ark.
Berlin, Ont., Can.	Commerce, Tex.
Billings, Mont.	Corpus Christi, Tex.
Binghamton, N. Y.	Corsicana, Tex.
Birmingham, Ala.	Cullman, Ala.
Bisbee, Ariz.	Danville, Ill.
Bismarck, N. D.	Dayton, O.
Blackwell, Okla.	Decatur, Ill.
Bloomington, Ill.	Denison, Tex.
Boise, Idaho.	Detroit, Mich.
Boone, Ia.	Dixon, Ill.
Boston, Mass.	Dubuque, Ia.
Brainerd, Minn.	Duluth, Minn.
Brenham, Tex.	Eau Claire, Wis.
Brownwood, Tex.	E. Palestine, O.

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Edmonton, Can.	Los Angeles, Cal.	Pueblo, Colo.	Springfield, O.
El Centro, Cal.	Louisville, Ky.	Quincy, Ill.	Stamford, Conn.
Electra, Tex.	Macon, Ga.	Racine, Wis.	Steubenville, O.
Elmira, N. Y.	Marietta, O.	Reno, Nev.	Superior, Wis.
E. St. Louis, Ill.	Marinette, Wis.	Red Banks, N. J.	Syracuse, N. Y.
El Paso, Tex.	Marquette, Mich.	Regina, Can.	Tacoma, Wash.
Escanaba, Mich.	Marshalltown, Ia.	Richmond, Cal.	Tampa, Fla.
Evansville, Ind.	Maryville, Tenn.	Richmond, Va.	Teague, Tex.
Fargo, N. D.	Mason City, Ia.	Robstown, Tex.	Temple, Tex.
Fond du Lac, Wis.	Medicine Hat, Can.	Roachdale, Tex.	Terre Haute, Ind.
Fort Lauderdale, Fla.	Medina, N. Y.	Rochester, N. Y.	Titusville, Fla.
Fort Myers, Fla.	Memphis, Tenn.	Rockford, Ill.	Toronto, Can.
Fort Wayne, Ind.	Mendota, Ill.	Rock Springs, Wyo.	Trenton, N. J.
Framingham, Mass.	Miami, Ariz.	Roundup, Mont.	Tri-Cities—Davenport, Ia.; Rock Island and Moline, Ill.
Fremont, Neb.	Milwaukee, Wis.	Salem, Ore.	Troy, N. Y.
French Lick, Ind.	Minneapolis, Minn.	San Antonio, Tex.	Tulsa, Okla.
Fresno, Cal.	Minot, N. D.	San Diego, Cal.	Uniontown, Pa.
Fulton, N. Y.	Mobile, Ala.	Salt Lake City, Utah.	Urbana-Champaign, Ill.
Galesburg, Ill.	Montreal, Can.	San Francisco, Cal.	Vancouver, B. C.
Galveston, Tex.	Morris, Ill.	Schenectady, N. Y.	Victoria, Tex.
Gardner, Mass.	Mount Kisco, N. Y.	Shreveport, La.	Waco, Tex.
Gary, Ind.	Moose Jaw, Sask., Can.	Sioux City, Ia.	Walla Walla, Wash.
Goldfield, Nev.	Mount Carmel, Ill.	St. Augustine, Fla.	Washington, D. C.
Grand Forks, N. D.	Mowbridge, S. D.	St. Catharines, Ont.	Waterbury, Conn.
Granite City, Ill.	Mount Vernon, N. Y.	St. Cloud, Minn.	Watertown, N. Y.
Great Falls, Mont.	Newark, N. J.	St. Joseph, Mo.	Watertown, S. D.
Greeley, Colo.	Newark, O.	St. Paul, Minn.	Wauchula, Fla.
Greenwich, Conn.	New Bedford, Mass.	St. Petersburg, Fla.	Welland Canal Zone.
Halifax, N. S.	Newburgh, N. Y.	St. Louis, Mo.	West Frankfort, Ill.
Hamilton, O.	New Castle, Pa.	Seattle, Wash.	West Palm Beach, Fla.
Hammond, Ind.	New Canaan, Conn.	Sellersville, Pa.	White Plains, N. Y.
Hannibal, Mo.	New Orleans, La.	Saskatoon, Sask., Can.	Whitney, Tex.
Hazleton, Pa.	Newport, News, Va.	Savannah, Ga.	Wichita Falls, Tex.
Hillsboro, Tex.	Newport, R. I.	Scranton, Pa.	Wilkes-Barre, Pa.
Holyoke, Mass.	New York City.	Sioux City, Ia.	Wilmington, N. C.
Hôt Springs, Ark.	Niagara Falls, N. Y.	Smithtown, L. I.	Wilmington, Del.
Houston, Tex.	Norfolk, Va.	Souderton, Pa.	Winnipeg, Can.
Huntington, L. I., N. Y.	Northampton, Mass.	South Omaha, Neb.	Worcester, Mass.
Hutchinson, Kan.	North Bend, Ore.	South Bend, Ind.	Yonkers, N. Y.
Indianapolis, Ind.	Norwalk, Conn.	Spokane, Wash.	
Idaho Falls, Idaho.	Norwood, O.	Springfield, Ill.	
Ilion, N. Y.	Oakland, Cal.	Springfield, Mass.	
Ithaca, N. Y.	O'Fallon, Ill.		
Jacksonville, Fla.	Oklahoma City, Okla.		
Jacksonville, Tex.	Omaha, Neb.		
Jamestown, N. Y.	Orilla, Ont., Can.		
Jasonville, Ind.	Ossining, N. Y.		
Jefferson City, Mo.	Oswego, N. Y.		
Joliet, Ill.	Ottawa, Can.		
Joplin, Mo.	Palestine, Tex.		
Kansas City, Mo.	Paragould, Ark.		
Kenosha, Wis.	Parkersburg, W. Va.		
Kincaid, Ill.	Parsons, Kan.		
Kissimmee, Fla.	Passaic, N. J.		
Klamath Falls, Ore.	Paterson, N. J.		
Kokomo, Ind.	Peekskill, N. Y.		
Laconia, N. H.	Peoria, Ill.		
Lansing, Mich.	Philadelphia, Pa.		
Lakeland, Fla.	Phoenix, Ariz.		
Leadville, Colo.	Pittsburgh, Pa.		
Lewiston, Idaho.	Pittsfield, Mass.		
Lewiston, Mont.	Palm Beach, Fla.		
Lexington, Ky.	Poughkeepsie, N. Y.		
Little Rock, Ark.	Portland, Me.		
London, Ont., Can.	Portland, Ore.		
Long Beach, Cal.	Pottsville, Pa.		

Local Unions Chartered Last Month

San Francisco, Cal.	Penn's Grove, N. J.
Rumford, Maine.	Thrall, Texas.
Cayey, Porto Rico.	Cushing, Okla.
Total, 6 Local Unions.	

Expulsions

J. F. McCarthy, former treasurer of L. U. 231, Rochester, N. Y., has been expelled from that local on a charge of embezzlement of funds. E. C. Ocair, who accompanied McCarthy to the bank and then took a train for Chicago with him, McCarthy paying both fares, was also expelled.

C. F. Barnes, former financial secretary of L. U. 731, has been expelled from the U. B. on a charge of shortage in his accounts as financial secretary.

Correspondence



Indorsement of Tailors' Label Withdrawn by A. F. of L.

(The following official communication from President Gompers and the executive council of the A. F. of L., has been sent to the officers and members of the local unions of the journeymen tailors, the United Garment Workers of America, and to officers and members of the national and international unions, state and city central bodies.)

Washington, D. C., April 28, 1915.

Dear Sirs and Brothers—At the meeting of the executive council of the American Federation of Labor, held at headquarters April 19-24, the representatives of the United Garment Workers of America entered a complaint against the Journeymen Tailors' Union of America for using the union label of the tailors upon ready-made clothing and clothing made by the seceding faction of the United Garment Workers of America. Secretary Tracy of the union label trades' department of the American Federation of Labor also entered a complaint against the journeymen tailors' union for violation of trade union principles in permitting such an unwarranted use of the union label of that organization.

It was called to the attention of the executive council that the official journal of the journeymen tailors officially confirms such improper and illegitimate use of their label by the seceding faction of the garment workers, which is contrary to the laws of the journeymen tailors' union, which forbids the use of that label by any person not a member of that organization.

This being the case where the tailors' label has been granted by the journeymen tailors' union and used by the seceders from the United Garment Workers of America in flagrant violation of the declaration and the mandates of the

Philadelphia convention of the American Federation of Labor, the executive council of the American Federation of Labor hereby cancels and withdraws the indorsement of the label of the Journeymen Tailors' Union of America.

President Gompers was directed to notify the general secretary of the Journeymen Tailors' Union of America and all central bodies, national and international unions, that the indorsement heretofore given to the label of the Journeymen Tailors' Union of America is canceled and withdrawn and shall so stand until the journeymen tailors' union complies fully with the decisions of the Philadelphia convention, to-wit, resume by referendum vote their former title, "The Journeymen Tailors' Union of America," and cease to trespass on the jurisdiction of any other union in the clothing industry. Upon proper compliance by the journeymen tailors' union the president of American Federation of Labor is directed to restore the indorsement of the American Federation of Labor to the label of the Journeymen Tailors' Union of America.

Secretary Morrison was directed to continue to hold in his possession any money forwarded by the journeymen tailors' union and not to credit the same upon the books of the American Federation of Labor until the tailors comply with the direction of the Philadelphia convention to resume by referendum vote their former and proper title, the Journeymen Tailors' Union of America, and cease to trespass on the jurisdiction of any other union, and stop all moral and financial support of, or affiliation with the seceding faction of the United Garment Workers of America, and that upon proper compliance by the journeymen tailors' union all monies be placed to the credit of the journeymen tailors' union without prejudice of any kind whatever.

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President Gompers was directed to publish in the Weekly News Letter a copy of the several actions taken by the executive council of the conditions existing in the tailors' union, also in circular to be sent to each national and international union, state and city central body connected with the American Federation of Labor, and also to each local union of the journeymen tailors' union and the United Garment Workers of America.

President Gompers was directed to confer and to meet with the United Hebrew Trades of New York for the purpose of having that body cease its harboring and supporting seceding garment workers located in New York City, and upon failure of that body to comply with the laws of the American Federation of Labor, the decisions and declarations of the Philadelphia convention of the American Federation of Labor, all international unions having locals in New York represented in the United Hebrew Trades be required to direct such local unions to withdraw from the United Hebrew Trades.

The above is communicated to you as official and authoritative action of the executive council of the American Federation of Labor in regard to the course to be pursued by organized labor in the unfortunate condition in which the tailoring and garment working trades have been plunged by a willful perversion of trade union principles to the great detriment of the workers in the trade.

The executive council aims to be of practical and efficient service to all the toilers of America, and, in this instance, to the workers in the tailoring and garment working industry, and holds itself in readiness to do any and every honorable thing to help the organization disentangle itself from the present intolerable situation.

The officers of the central labor unions will please bring this matter to the attention of their respective unions at the next regular meeting.

Trusting that I may hear from you in

regard to the above matter at your convenience, I am, Fraternally yours,

SAMUEL GOMPERS,

President, American Federation of Labor.

Attest: FRANK MORRISON,

Secretary, American Federation of Labor.

Edmonston Advises Against Hasty Action

Washington, D. C., May 20, 1915.

Mr. Frank Duffy, General Secretary, United Brotherhood of Carpenters of America.

Dear Sir and Brother—To realize and feel in my old age that I have won the love and respect of my fellow craftsmen is an honor that anyone can wear with the utmost pride. No decoration awarded a soldier for duty well performed can compare with it, for I know from experience that it requires less nerve to face a withering fire in the excitement of battle than to frame a consistent course of loyalty and devotion to an unpopular cause (such as ours was in 1881) from a sense of duty, day after day until time creeps into months and months into years.

It has always been my ardent wish to die a member of the Brotherhood of Carpenters. Now, I know I may without the haunting fear that while helpless from incapacity to labor I might be compelled to accept charity from any source.

When L. U. No. 132 indorsed the boycott of the brewers and beer drivers, I became indignant at the idea of dragging one of the noblest skilled trades into their petty quarrel where no vital principle was involved. To my mind strikes and the boycott are crude and obsolete weapons comparable with the stone axe of the neolithic age and should never be resorted to until all other methods have failed. We have passed the foolish age. Next August we will be thirty-four years old. Is it not time for us to stop courting after the pattern set by our grandmothers' love letters? We emphatically assert the position of our trade. If the carpenters are going to play the game, let us play it upon the highest level. To be absolutely fair we must be clearly

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right, and then any appeal we may make to the public will have its weight.

When our local indorsed the brewers and beer drivers' boycott they committed themselves to that side, right or wrong, and risked our reputation thereby. If the brewery officials had been invited to present their side before rendering a verdict we would have saved our honor at least. The hasty, ill-advised action of L. U. No. 132 created dissatisfaction and a new union was suggested to me. This I advised against on the ground that it would create an aristocracy in our trade if a property qualification for membership was required. And it would result in two emasculated unions where one strong and vigorous was needed. Again, the weaker brother and the newly-fledged journeyman needed the advice and experience of the old guard. The new recruit is always ready for a fight to establish his unionism, but after he has gone through one or two strikes and felt the punishment he and his comrades have had to bear he will seek some better weapon than his grandfather's gun. The curse of unionism is hasty, ill-advised action. I have often thought that a referendum vote by mail in the locals on all important questions would prevent a mere handful, at the close of a meeting, committing the majority to any undesirable course. I am confident that in many cases of surrendered charters strong unions would have resulted if reason and common sense had ruled. It is commendable in any member of force of character to seek leadership, but when he has gained his point of vantage let him remember that he will be judged by results. If he gains a bloodless victory by using something akin to diplomacy he will establish his reputation as a true leader of men. Christ himself was a reformer, a striker if you choose, but He discarded the bloody flag of revolution that had preceded His advent and became the "Prince of Peace."

Very respectfully,

GABRIEL EDMONSTON,

(First General President of the U. B.)

Vocational Training and the Carpentry Trade

(The following letter was written by Brother Ed. Thulin, business agent of L. U. 1824, cabinet makers and mill men, of Boston, Mass., to Mr. A. Roswall, director of the woodworking department of the Boston Industrial School for Boys, and expresses the writer's opinion on the much-discussed subject of "the boy and the trade.")

Dear Sir—I am in receipt of your letter of March 8, 1915, and in accordance with previous opinions stated by me, will say that I do not as yet believe it possible to make tradesmen in schools. I believe a law should be made whereby every manufacturer should be obliged to train boys to become mechanics. My belief is that a boy should be trained to work alongside of a practical mechanic in order to become a skilled mechanic. However, we have to modify our opinions, because with the improvement of machinery and immigration our manufacturers are at all times able to secure a sufficient number of workmen to carry on their business.

Training schools serve the purpose (at least under the present system) of giving boys a slight knowledge of mechanical appliances, etc., but do not fit them by any means to earn their own living. They must first serve an apprenticeship as I have indicated above. The apprenticeship will be made less difficult by the training schools.

The next thing is, will our manufacturers be satisfied with the training of the boys in schools? My ideas on this question may be gathered from the sense of the foregoing paragraph. We, as carpenter unions, have on several occasions asked builders and manufacturers to co-operate with us on the apprenticeship system, but without results. Failing in all our efforts, I think that as labor unions we are in duty bound to co-operate with the industrial schools established in our state, in order to save the industry.

In reply to the questions you have

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asked, I would say that there are boys who will never learn the woodworking trade in order to be expert mechanics, because our trade is like any other profession. It is more of a gift than anything else. There are all degrees of proficiency among men who have been working for a number of years.

In reply to your question as to whether or not woodworking is a trade which requires skill and technique, or only skill or technique, I would say that I certainly do consider that the trade requires both skill and technique, and that a large amount of training is very necessary to become a very skillful workman in the woodworking trade, because we have men working in the trade for a number of years and they still need practice.

I consider it above all other trades. It is a profession and it is an art. A man's life is too short to study out all the details. This can be substantiated by men who have worked at it all their lives, by architects and by manufacturers.

In conclusion I would say that the woodworking trade requires just as much (or more) preparation, in my opinion, as do the electrical business, machine work or any other trades.

If I can be of any more assistance to you, I would be very pleased to confer with you and explain to you any matter you may wish to know about.

Yours very truly,

ED. THULIN,

Business Agent L. U. 1824.

Boston, Mass.

Conditions in Denver

Editor The Carpenter:

Some months ago I put Denver on the stay-away list and gave my reasons for doing so, but the brothers do not seem to pay any attention to the "stay-away" list, so you may as well take Denver off it. Carpenters are coming in here fast and furious. We have over 25 per cent of our members idle, and yet the papers are coming out stating that there is not an idle man in Denver. It is well known that there are over 5,000 men here who

will take a job at any wages at all, and I would say to the carpenters of the country that Denver is not booming by any means. Traveling brothers should not think that they are better mechanics than the brothers who are already here and that they can pick up a job where others fail. We have speed kings here to a finish, some who claim they can fit and hang twenty-two doors a day. I will say again, look before you leap.

Faternally,

R. CURRIE, F. S. L. U. 55.

Pleased With a Journal

Editor The Carpenter:

I read with interest our official publication, The Carpenter, and believe it to be one of the best if not the best magazine published by any craft of organized labor. I read with interest the articles on the different important topics of the day, and in the February issue the article by Brother R. A. Hooker, L. U. 192, Syracuse, N. Y. (my local) is interesting, knowing "Bob" as well as I do. In the same issue an article by Alexander Law, L. U. 326, New York City, shows much study and thought; in fact, one would hardly know who to commend the most. The articles on the industrial relations commission are excellent and should be studied by all members.

When the Rockefeller Foundation was being extolled by so many the few who protested were denounced as anarchists and demagogues opposed to education, etc. To-day many seem to feel the real power of such a "trust." As Dr. B. J. Palmer, president of the Palmer Chiropractic School, says of the American Medical Association: "The medical trust spends so much time and so much money teaching doctors so much that isn't so and so little that is so about the human body that by limiting the number of the common people who can take up the study of medicine they can and do control and dictate as to who shall and shall not treat our sick, all the while clamoring that it is to protect the dear people." Thank God there are always sufficient

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men and women who spur others on to use their think-box, and The Carpenter is doing its share of the work.

Any of our brothers who are out of employment, who wish to better their situation and who can and will interest themselves in a movement tending toward the uplift of humanity, may address me as below and I shall try to assist them all I can.

Fraternally yours,

J. N. BODOT,

Member L. U. 192, Syracuse, N. Y.
Present address 828 Brady St., Davenport, Iowa.

Conditions in Michigan

(The following letter is a report to the affiliated membership of the Michigan State Council of a business trip made to the various locals in that state by J. E. Whittaker, the secretary-treasurer of the council.)

To the Members and Officers of All Affiliated Local Unions:

At this season of the year the thoughts of all members of organized labor should turn to the betterment of the conditions under which we labor and under which we live. With this end in view we should always urge the membership to exert every effort to prepare for the future. To achieve the high purpose desired by our Brotherhood, we must of necessity employ such methods as are best adapted to the conditions existing in our locality, and I desire to urge consideration of the following suggestions:

Keep your present organization in one solid phalanx by seeing that every member, if possible, is in good standing. One who is in arrears is apt not only to lose interest but to become soon a mere hanger-on, ready to drop out at the first sign of adversity.

Put forth an added endeavor this season to build up your local. Leave no stone unturned to bring in every non-union man in your locality. Bury personalities and petty jealousies and give free reign alone to such thoughts and actions as will redound to the credit of our

great Brotherhood in general and the local union to which we belong in particular. It is only by having a solid and harmonious organization that we can ever hope to attain complete results.

Recently this office has made an endeavor to get in closer touch with some of the locals in the southern part of the State and in accordance with that plan on Monday, April 19, I visited the city of Niles, but after spending several hours could not get in touch with any of our members. I found very little work in progress and what I did find was being done by non-union men, with the exception of one job, which was by an outside contractor employing members of the South Bend local. These informed me that they had been unable to get in touch with any union men in the city. In the afternoon of the same day I went to St. Joseph and Benton Harbor and in company with Brother Diemer, secretary and business agent of No. 898, made a tour of the two cities. I found conditions all that I had expected and was greatly pleased with the enthusiasm manifested by all whom I met. I found them 98 per cent. organized, scale of 42½ cents, nine-hour day with Saturday half-holiday. This spring they have succeeded in organizing the ship carpenters, which will be of material advantage to them during the winter months.

I feel that I cannot too highly compliment the members of No. 898 on what they have accomplished in the last four years. At night I attended their meeting and on being accorded the privilege of the floor, spoke for a few moments on the work of the council. I also found quite a little work going on. Tuesday morning I went to South Haven, where everything in the building line was very quiet, but our members are alive and have kept their local in good condition during the winter.

I also spoke at their meeting in the evening urging their affiliation with the council, and I have no doubt that after their next meeting they will affiliate. They have conditions in their city well in hand and after hearing an explanation

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of the workings of the council, expressed a willingness to join us, admitting that they had misunderstood the situation. Wednesday morning I stopped at Kalamazoo for a short time but could not get in touch with any of our members. I then went to Battle Creek, and while I could not find any of the union carpenters, I talked with several non-union members of our craft, learning of their dissatisfaction with the conditions existing in that city. Several stated that they would assist in building up our organization. I have since taken the matter up with the local and hope to be able not only to secure their affiliation, but to put the local in a better condition numerically.

Thursday evening at the request of L. U. 512 of Ann Arbor, Rev. Bastian Smits and myself attended an open meeting in that city. The meeting was well attended, nearly one hundred being present. Several non-union carpenters were present and either signed applications or promised to do so the next day. There is plenty of work in Ann Arbor with a nine-hour day and a scale of 40 cents. The local has taken in about twenty-five members this spring and, everything considered, is in good condition.

Fraternally yours,

J. E. WHITTAKER, Sec.-Treas.

U. B. Has Jurisdiction over Box-making

To the Secretaries of Central Bodies Affiliated With the American Federation of Labor.

Dear Sirs and Brothers—I have received a letter from the United Brotherhood of Carpenters and Joiners of America, stating that there appears to be some misunderstanding among the members of local unions with reference to the union label on boxes of various kinds. The Brotherhood of Carpenters claims that this misunderstanding is brought about through the efforts of an independent organization, known as the United Order of Box Makers and Sawyers, of Chicago, Ill., endeavoring to secure the assistance of organized labor

to further the interests of their organization.

This is to inform the delegates to your central body that the only label recognized on boxes is that of the United Brotherhood of Carpenters and Joiners of America, which is the organization recognized as having jurisdiction over boxmaking. Yours fraternally,

FRANK MORRISON,

Secretary American Federation of Labor.
Washington, D. C., April 28, 1915.

Personal Standards Unreliable

Those superior beings who measure every one and every thing by their own petty conventional standards of life are given a severe jolt by President Wilson in one of his books, a passage from which we quote:

"Look to it," says the President, "that your communities, your great cities, do not impose too arbitrary standards upon the men whom you wish to use. Do not reduce men to standards. Let them be free. Do not compel them by conventions. Let them wear any clothes they please and look like anything they choose; let them do anything that a decent and honest man may do without criticism; do not laugh at them because they do not look like you, or talk like you, or think like you. They are freer for that circumstance, because, as an English writer has said: 'You may talk of the tyranny of Nero and Tiberius, but the real tyranny is the tyranny of your next door neighbor. There is no tyranny like the tyranny of being obliged to be like him,'—of being considered a very singular person if you are not; of having men shrug their shoulders and say, 'Singular young man, sir, singular young man; very gifted, but not to be trusted.' Not to be trusted because unlike their own trustworthy self! You must take your leaders, in every time of difficulty, from among absolutely free men who are not standardized and conventionalized, who are at liberty to do what they think right and say what they think true; that is the only kind of leadership you can afford to have."

Casual Comment



The "list of localities to be avoided" is still a formidable one.

* * *

A policy of "watchful waiting" doesn't seem to help it any.

* * *

It does really look as though some locals were using it as a means of advertising their home town.

* * *

How about getting injunctive relief to prevent towns from being on the list more than three months at a time?

* * *

These are noisy days around the General Office—the printing plant is being installed. It will be in operation about September 1.

* * *

And that reminds us. Have all financial secretaries returned the address lists which were sent them, carefully filled out?

* * *

Chairman Frank Walsh of the Industrial Commission is the original Mr. "I-should worry." He doesn't care a rap what the corporation-controlled newspapers say about him.

* * *

If the latter had their way, Walsh would now be indicted, tried and summarily executed on a charge of *lese majeste* for having the hardihood to treat John D. Rockefeller, Jr., as an ordinary mortal on the witness chair.

* * *

The "old guard" of the National Association of Manufacturers is being thinned out considerably of late. David M. Parry was one of the last to go.

* * *

It looks as though Professor Bill Taft bids fair to become a second Professor

Eliot of Harvard in his old age. Too bad about poor old Bill.

* * *

That good-natured and heavy-weighted political "has-been" took a wallop at labor in New York recently at a little love feast with his friends of the National Association of Manufacturers. Our old friend Bill always would have his little joke. Bless his tolerant old heart!

* * *

"Lawson, a convict—Rockefeller, a saint?" is the title of a pungent article in the June issue of the American Federationist. It handles the Colorado situation without gloves. There's no need to tell you who the author is. Just read it.

* * *

"The silly season," as some of the metropolitan newspapers call it, opened in New York a short time ago. It was rather a coincidence that the annual three-ring circus of the National Association of Manufacturers opened there about the same time.

* * *

The irrepressible Col. Pope was there as usual in all his glory and gave a star performance. This time he was taken with a peculiar spasm and "went after" Chairman Walsh of the Industrial Commission.

* * *

We recently received the annual labor review edition of the Labor Journal of Zanesville, Ohio. The Journal is one of the live and up-to-date labor weeklies of the Buckeye state and the edition to which we refer is really a credit to it.

* * *

While it was hardly necessary to bring before the attention of organized labor the fact that the U. B. has full jurisdiction over boxmaking, nevertheless the letter from Secretary Morrison of the A. F. of L., which we publish in our official

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section, will help in clearing away any misunderstanding that may prevail regarding the rights of the U. B. in that branch of the woodworking trade.

* * *

We were inclined to think that Professor Taft was pretty well recovered from the acute attack of dementia anti-labor-itis which he suffered from in the days when he was known as "the injunction judge." But can the elephant—no, can the leopard—change his spots?

* * *

An east side gangster with a lurid reputation charges that a few New York labor officials in the clothing trade hired him to pull off several jobs for them. Of course, a large section of the New York press are glad to be able to charge anything like that to labor men.

* * *

They conveniently forget, of course, that it is the big employing interests who have reduced the hiring of thugs and mercenaries to a science—but they get their supply through legitimate detective agencies. When an individual labor official is charged with or blunders into doing so it is a heinous crime.

* * *

"Dopey Benney" is the dignified name of the gunman referred to who has involved a few New York labor officials by his rather highly colored revelations. Benney says he doesn't know where he got the nickname "Dopey," as he doesn't use dope. Well, perhaps it is because he indulges too much in "gas pipe" dreams.

* * *

A valued labor official who "saws wood," but never says over much, is Frank Morrison, the genial secretary of the A. F. of L. Someone should pry him loose from his desk at Washington and send him on the road lecturing on the trials and tribulations of an A. F. of L. secretary. Bet he could tell some things!

* * *

P. Rivera Martinez, president of the cigarmakers' union of Porto Rico, and

Santiago Iglesias, organizer of the A. F. of L. on the Island and a member of our organization, testified last month before the Industrial Commission and presented affidavits showing that Porto Rico labor conditions are in a very unsatisfactory condition.

* * *

Daily labor newspapers are becoming very numerous in Australia. The workers there have dailies in Hobart, Brisbane, Sydney, Adelaide and Broken Hill. There are also no less than seventeen weekly labor papers in various parts of the commonwealth. It wouldn't be a bad thing if there were a daily labor paper in every industrial center in this country.

* * *

At their convention in New York city last month the United Hatters considered the ultimatum issued by Messrs. D. E. Loewe & Co., and after deliberation decided to allow that concern to do its worst—confiscate the bank accounts of the hatters and sell their homes to satisfy the judgment of nearly \$300,000 awarded against them. With a fitting sense of its own dignity the union asserted that it would make an effort to assist those members who have suffered as a result of the Loewe case.

* * *

The federal arbitration board formed to adjust the wage controversy between ninety-eight western railroads and their engineers, firemen and hostlers, has published its decision. The 65,000 men concerned had made demands estimated to be equivalent to an aggregate increase of \$41,000,000 in wages. The board's awards amount to an increase of less than \$5,000,000 in wages.

* * *

After all, the New York legislature adjourned without enacting into law the barbarous amendment to the cannery bill, permitting women and minors to work more than sixty hours a week. The measure passed both houses—incredible as that may seem—but Governor Whitman refused to sign it because of the

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state-wide protests of trade unionists and others.

* * *

We deeply regret to note the passing of D. Douglas Wilson, the editor of the *Machinists' Journal*, whose death occurred a short time ago. He held his editorial post for twenty years and was a very remarkable man. Eleven years ago he was stricken with blindness and locomotor ataxia, which rendered him a pathetic figure, but nevertheless he continued his editorial duties to the end with the assistance of his devoted wife.

* * *

What a farce the trial of John R. Lawson was! Granby C. Hillyer, the presiding judge, was formerly corporation attorney for the coal interests. Jesse Northcutt, universally known as attorney for the coal operators, acted as prosecuting attorney. As for the jury—that was hand-picked with extreme care by the sheriff of Las Animas county, a subservient servitor of the Colorado coal barons.

* * *

The death of Daniel Harris, president of the New York State Federation of Labor, marks the passing of a good and faithful advocate of labor's rights. He held many offices as a member of the cigarmakers' union and was held in high esteem by his brother unionists. Though sixty-eight years old, he was active to the last and was "in harness" during the recent New York legislature, trying to stem the tide of anti-labor legislation in that assembly.

* * *

On May 24 Governor Whitman announced the make-up of the New York state industrial commission, which replaces the workmen's compensation commission and the state labor department. John Mitchell is chairman and former Labor Commissioner James M. Lynch is a member. The others are William H. H. Rogers, a manufacturer of Rochester; E. P. Lyon, an attorney of Brooklyn, and Louis Wiard, a manufacturer, of Batavia.

The *United Mine Workers' Journal* recently celebrated the twenty-fifth anniversary of its existence. Its career has been one of great usefulness, for it can be truthfully said that it has played a great part in educating the present generation of miners. Thousands have learned from its pages the broad significance of the labor movement and it has helped them to gain a true conception of the progress that is being made in the struggle for social justice. In its recent improved and enlarged dress the U. M. W. of A. has reason to be proud of its journal.

* * *

It is almost impossible to believe that children of six and seven years of age could be allowed to work in the Southern cotton mills, and yet Lewis W. Hine, connected with the National Child Labor committee, testifies to it. Hine found two little girls of that age spinning in North Carolina mills and any number of ten and eleven-year-old children working an eleven-hour day during the school term at tasks involving eye and muscle strain. While such conditions exist in our southern states, we should not boast too much of our superior civilization as compared with war-ridden Europe.

* * *

The receipt of a new labor paper from Rochester, N. Y., named the *Labor Herald*, has caused us to revise our opinion of that eastern city in its attitude toward the labor press. The *Rochester Labor Herald* is crisp and newsy and we bespeak a successful future for it. It seems that the retirement of the *Rochester Labor Journal*, to which we referred in the April issue, was primarily because it lost the endorsement of the Central Trades and Labor Council, which was transferred to the new paper. The latter is under control of the council, whose decisions on the question of policy are final.

News Notes from Local Unions



Lewiston, Idaho, L. U. 398.—Conditions in Lewiston are not yet as bright as they might be, and traveling brothers will do well to avoid this locality until further notice. E. A. Rowby.

* * *

Abilene, Tex., L. U. 1281.—Depression exists in the building trade in Abilene and vicinity and traveling brothers hoping to find work here will be disappointed. Ed. Williamson, R. S.

* * *

Roundup, Mont., L. U. 1783.—Traveling brothers are requested to stay away from the vicinity of Roundup until further notice. There is little or nothing doing here in the building line. W. R. Evans, Sec.

* * *

Laconia, N. H., L. U. 1247.—We are asking that Laconia be placed upon the stay-away list, as there is no work available for carpenters at present. Traveling brothers are requested to stay away until further notice. T. F. Ford, F. S.

* * *

Superior, Wis., L. U. 755.—Conditions in the Superior district are dull at present and a number of the members of L. U. 755 are idle. Traveling brothers are asked to stay away until further notice. J. W. Hatch, R. S.

* * *

Aurora, Ill., L. U. 916.—As was previously mentioned in our Journal, Aurora is at present overrun with idle carpenters and a great many are coming in from Chicago from time to time. There is absolutely nothing for traveling brothers to do here. R. P. Hughes, R. S.

* * *

Newark, O., L. U. 136.—Dull trade conditions in Newark render it imperative that a notice be issued to traveling brothers urging them to stay away until

things get better. There is very little work even for our own members. Howard Wilson, R. S.

* * *

Mendota, Ill., L. U. 1296.—Conditions are at a very low ebb in this locality and our local is having a very hard time to keep on its feet. Traveling brothers are urged to stay away until further notice. Emil Newman, F. S.

* * *

Oswego, N. Y., L. U. 747.—At a recent meeting it was decided to have Oswego placed upon the "stay-away" list in The Carpenter as a result of severe trade depression. There is scarcely any work in sight here at present. J. R. Bonner, R. S.

* * *

Houston, Tex., L. U. 213.—Conditions in the trade are in a very bad way at Houston at the present time and the outlook renders it necessary to urge all traveling brothers to keep away. There is a great scarcity of work and our home men are being hit hard as a result of it. James Cannon, F. S.

* * *

Jefferson City, Mo., L. U. 945.—Traveling brothers are asked to stay away from this place until further notice. The members of the local are making a fight to have the new Capitol a union mill work job. Carpenters will greatly assist them by keeping away until the matter is settled. C. L. Clark, R. S.

* * *

Idaho Falls, Idaho, L. U. 609.—This town is flooded with carpenters who are coming here as a result of an advertising boosting campaign carried on by the local interests. There are very few jobs being done and many of our members have difficulty in securing employment. W. C. Rasmussen,

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Philadelphia, Pa. (District Council)—All traveling brothers are asked to stay away from Philadelphia for the present. Between three and four hundred of our members are out of employment. Conditions in regard to the new wage agreement also render it necessary to ask brothers to stay away. W. T. Allen, Sec.-Treas.

* * *

Canton, O., L. U. 143.—As we are in the thick of a struggle for better conditions, asking a 45-cent minimum wage for an eight-hour day, all traveling brothers are requested to assist us by keeping away from Canton until further notice. For a big industrial center the wages here are very low. A. M. Young, B. Agt.

* * *

Lansing, Mich., L. U. 1449.—A great many traveling brothers and also non-union carpenters have been drawn to Lansing as a result of advertisements issued by the Chamber of Commerce and published in outside papers as to the extent of building operations here. Members are warned that there are more than enough carpenters here now to do all available work. R. P. Smith, R. S.

* * *

Hannibal, Mo., L. U. 607.—About two-thirds of the members of this local are idle at present, owing to scarcity of work. Any advertisements appearing in outside newspapers regarding bright conditions in the building trade here are untrustworthy. U. B. members will serve their own interests best by staying away until notified to the contrary. W. T. Richardson.

* * *

Ilion, N. Y., L. U. 1261.—We have decided to acquaint the membership with conditions as they exist in the trade here and urge traveling brothers to stay away. There is only one job of any size being done and most of the work is in the hands of non-union contractors. Traveling brothers are constantly coming in. They work for a few days and are then laid off. N. C. Rowell, R. S.

Salem, Ore., L. U. 1065.—Notwithstanding the advertising and city boosting methods of the Salem Commercial club, conditions in the carpentry trade are bad. Our membership of seventy are suffering as a result of the scarcity of work, there being less than one-fourth of the members employed. Little work of any kind is available and all traveling brothers are asked to stay away. John Nicholson, R. S.

* * *

Oakland, Cal., L. U. 1187.—Union men coming west this year should remember that the attitude of the Southern Pacific Railway company toward organized labor has been most antagonistic, and by persisting in its opposition to unionism it is estimated that the road has lost over one hundred and ninety million dollars. Trade unionists coming to the Panama-Pacific exposition this year would do well to remember this. F. G. McCann, R. S.

Musical Mount Kisco

On the evening of April 23, after a short business session, the members of L. U. 1134 of Mount Kisco, N. Y., gave a delightful "smoker" and entertainment. About seventy-five members and friends were present and each was presented with a union made clay pipe, filled with union made tobacco, and matches, as a souvenir. The committee in charge consisted of Brothers J. R. Rice, Stanley Johnson, George Owens, W. M. Robertson and G. W. Moore. Plenty of coffee, sandwiches and cigars were served to all present, after which the following program was offered: Music by union orchestra consisting of four pieces. Brothers Birk at the piano and Brugger with guitar. Brothers James Gladdin of the Painters' Union with banjo, and Ford violinist. Brothers Thos. Dowd and Birk rendered piano solos. Brother J. W. Smith then sang "The Bells in the Light-house" and "In the Garden of My Heart;" Brother J. L. Fishbaugh, "Where the River Shannon Flows;" Brother Dowd, "The Wearing of the Green;" "Silver Threads Among the Gold" was sung by all mem-

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bers of L. U. 1134. Brother T. J. Hall then made a speech, after which instrumental numbers were rendered by Brothers Gladdin and Brugger. "My Old Kentucky Home" was sung in chorus and Alex. Williamson sang "Sunnybrook Farm." A rare treat during the evening was the dancing of Brothers Mathews, Owens, Brown, Chamberlain, Fishbaugh, Russell, Waterbury and Bowbon.

Present during the evening as guests were members of the Painters' Union and Plumbers. A vote of thanks was passed to the committee for the evening's entertainment, which was declared a big success.

* * *

Information Wanted

Mrs. William Main, P. O. Box 200, Saskatoon, Sask., Canada, is anxious to obtain information as to the whereabouts of her brother, Walter Corser, a carpenter. He is thirty-one years old and is about five feet eight inches tall. Corser left Vancouver for Mission City in 1910 and is supposed to have returned to Vancouver in the fall. The only communication received from him was a post card, mailed from San Francisco in November of that year.

Information is wanted as to the present whereabouts of Mrs. Margaret Cline, whose last known address was 339 Jenners street, Nashville, Tenn., and of Howard Miner, formerly of 1815 Michigan avenue, Chicago, Ill. Anyone furnishing particulars regarding them will confer a favor on L. U. 1582. Send information to George W. Davis (R. S. L. U. 1582), 3107 Anton avenue, Pleasant Ridge, O.

Information is wanted concerning a carpenter named Clem M. Carr, who was last heard from in Des Moines, Ia., about August 1 of last year. It is believed Carr became a member of the U. B. in Houston, Tex. His relatives are anxious to obtain his present address. Informa-

tion should be sent to William Osborne, contracting carpenter, Rockwell, Ia.

* * *

Abused Hospitality

Recording Secretary George W. Keesee, of L. U. 1445, Topeka, Kas., is anxious to find the present whereabouts of a man representing himself to be Charley Herman, who some time ago came to Topeka. Herman had an expired card in a St. Louis local and had been in Omaha, Neb., Denver, Colo., and Wichita, Kas. He came to Topeka "broke" and was taken in and befriended for about two weeks by a member of L. U. 1445, but left that brother's home hurriedly one night, taking with him wearing apparel, including a suit of clothes, a heavy gray overcoat and a pair of tan shoes. Herman is about 24 years old and five feet four inches in height. He is dark-haired, brown-eyed and sharp featured, with a dimple in chin and a small scar over left eye.

* * *

Embezzler Wanted

L. U. 331 is still on the lookout for J. W. Lawder, its former treasurer, who was expelled for having misappropriated funds. A good photo of Lawder appeared in the April issue of The Carpenter. Information concerning him should be sent to E. O. Pearce, the recording secretary of L. U. 331.

* * *

Absconds With Funds

L. U. 962 of Marblehead, Mass., notifies the membership that E. Cory Langille, former treasurer of the local, absconded on February 26, taking with him the funds entrusted to him. Any member of the U. B. learning of his whereabouts is requested to communicate with James C. Kimball, the recording secretary of L. U. 962, whose address is 11 Selman street, Marblehead. Charles W. Barclay has been elected treasurer to serve out the unexpired term of Langille.

Trade Notes



Successful Trade Movements

Wheeling, W. Va.—The Ohio Valley D. C. reports a successful outcome of the trade movement entered upon a short time ago. After a strike lasting seven days a three-year agreement was signed with the employers of that locality, which provides for a minimum wage of 50 cents per hour from May 1, 1915; 52½ cents per hour from May 1, 1916, and 55 cents per hour from May 1, 1917, no demand for higher wages to be made by the men and no reduction in wages by the employers for a period of three years.

* * *

Jersey City, N. J.—The Hudson County D. C. is congratulating itself on the success of its recent spring trade movement. This year's demand required an increase in wages of 50 cents per day. Some difficulty was experienced in enforcing the demand, but practically all the leading contractors came to terms within two weeks. The present rate of wages is, therefore, \$4.50 per day. No reduction in the working hours was asked, which are eight per day, with Saturday half-holiday.

* * *

Rock Island, Ill.—The Tri-City D. C. reports that the lockout which existed in that district since May 12 was declared off by the Master Builders' Association on May 20, and all the men have returned to work. An agreement was signed for two years at the prevailing scale of wages, which is 55 cents per hour. A Saturday half-holiday the year round and a few minor concessions were gained by the men.

* * *

Pottsville, Pa.—An agreement has been signed between a committee of the

Lower Anthracite D. C. and a committee of the contractors, effective from April 1, 1915, to March 31, 1916. This calls for a minimum wage of 37 cents per hour for journeymen carpenters and millmen and a Saturday half-holiday; working hours to be nine per day. General foremen carpenters to receive not less than 45 cents per hour.

* * *

L. U. 186, Steubenville, O.—Through the efforts of the committee in charge our trade movement this year was adjusted in a satisfactory manner and without the loss of any time. We asked for and received an increase of 40 cents per day, which makes the current wage scale 55 cents per hour for a day of eight hours. New scale started April 5. J. S. Butler, R. S.

* * *

L. U. 912, Richmond, Ind.—A minimum wage of 40 cents per hour and a Saturday half-holiday were obtained by the Richmond carpenters as a result of their recent demand for better conditions and all the men who were called out on May 4 were back at work within a week.

* * *

Portland, Ore.—The D. C. of Portland and vicinity reports that L. U. 872 has been successful in its movement for an eight-hour day. Practically all the largest contractors agreed to the shorter workday and jobs are now running on an eight-hour basis.

* * *

Ithaca, N. Y. L. U. 603—This local has obtained an increase in wages which has increased the current scale from 43 to 45 cents per hour, as a result of its recent trade movement. The new scale became effective May 1, the contractors readily acquiescing in the demand.

State Council Activities



Georgia State Convention

The Georgia State Council met in convention at Columbus, Ga., April 19 and 20, and disposed of much important business touching upon the welfare and progress of the U. B. in that southern state. The reports presented by the officers showed that efforts had been made during the year to bring about the affiliation of all the Georgia locals, but that there were still a number which had not as yet come in. The need of bringing about a 100 per cent organization was discussed at length during the sessions and the various delegates pledged themselves to do all in their power to better conditions. Expression was also given to the fact that the state had passed through one of the most trying times in its history in so far as the carpentry trade was concerned and the delegates felt inclined to congratulate themselves on being able to hold together so well during the long period of depression.

The election of officers for the ensuing year took place prior to the close of the meeting and resulted in the selection of the following officers: President, F. A. Morton, Waycross; vice-president, J. W. Johnson, Augusta; secretary-treasurer, G. Elmgren, Savannah.

Michigan State Council

The second semi-annual convention of the Michigan State Council was held at Jackson, Mich., March 11, 12 and 13. A large number of delegates, representing the affiliated locals, were present at the opening session in the Macabee hall, where they were welcomed by President J. E. Whittaker, of L. U. 651; City Commissioner O. E. Reaves and the Rev. Bastian Smits of the First Congregational church. The latter, who is a member of the Jackson local, spoke on the relation of the church to labor.

At the opening of the convention proper the credentials committee reported that the following delegates were entitled to be seated:

H. H. Whipple, No. 1551, Three Rivers; J. E. Whittaker, No. 651, Jackson; R. J. Dorow, No. 958, Marquette; Kirby Craw, No. 535, Cadillac; William H. Wenger, No. 335, Grand Rapids; William Olney, No. 512, Ann Arbor; Garritt Verberg, No. 1369, Grand Rapids; George Youmans, No. 1373, Flint; Asa Parks, No. 19, Detroit; R. J. McCollough, No. 19, Detroit; J. C. Milne, No. 334, Saginaw; F. C. Plambeck, No. 334, Saginaw; John Gill, No. 1449, Lansing; E. J. Gates, Tri-District Council, Bay City; Charles Thompson, No. 100, Muskegon; Ray Wanzo, No. 297, Kalamazoo; A. Hahn, Three Rivers, member Executive Board.

General Treasurer Thomas Neale was present at the convention on Friday morning and addressed the delegates on the subject of the amendments to the General Constitution. He dwelt at length on the changes in the beneficiary system and explained the matter clearly to his hearers. Communications regretting inability to be present at the convention were read from General President Kirby, First Vice-President Hutcherson, General Secretary Duffy and the members of the G. E. B.

The convention devoted special attention to the measures affecting labor, pending before the Michigan state legislature.

Secretary Waterman, of the Michigan Federation of Labor, spoke Friday afternoon on the general condition of organized labor in the state and touched upon legislative matters, especially the amendments to the compensation law, the proposed child labor bill and the proposed measure on conciliation and mediation. Deputy Commissioner of Labor Fred Zierleyn was another speaker, and

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also John Scannell, general organizer for the boot and shoe workers.

The delegates condemned the DeBoer child labor bill and the Hillsendenger conciliation and mediation bill, both of which were pending in the legislature, and urged the legislative committee of the Michigan Federation of Labor to use its best endeavors to defeat them.

The reports of the officers of the council showed that the condition of the U. B. in the state was good notwithstanding the recent period of depression. Detroit was selected as the next convention city.

Pennsylvania State Council

The souvenir booklet containing the proceedings of the first annual convention of the Pennsylvania State Council, which was held at Pittsburgh, February 15, 16, 17 and 18, very interestingly reveals the strength and virility of the movement in that great eastern state and furnishes a very happy augury of further progress in the future.

Sixty-two delegates were in attendance representing the five D. C.'s of the state and forty-four Local Unions. There were also present several fraternal delegates from adjoining states and a number of visitors. A hearty welcome was extended all and a number of inspiring addresses, notably from Pittsburghers prominent in the labor movement, marked the opening session.

State President Post, in submitting his first annual report, remarked that though trade had been dull during the year, the membership had not been affected in consequence. The strikes and lockouts during the past year were in every case successful, he said. The lockout of the millmen in Pittsburgh was handled by the General Office. In the strikes at Erie, Ardmore, Ridgeway, Philadelphia, Ashland, Shenandoah, McAdoo, Mahanoy City, Girardville, Tamaqua and Frackville, the State Council took an active part. Other localities were kept fully posted as to conditions, etc., thus preventing an influx of carpenters in answer to the advertisements of the employers.

He also referred to the international agreement with the bricklayers, which had worked out splendidly in the state. At present the two organizations were mutually helpful and the agreement was being carried out to the letter. President Post also made a strong plea for the use of union mill material. With proper encouragement, he felt sure many more contracts would be let to union mills.

The report of Secretary-Treasurer James A. Ryan showed that the State Council was in a very flourishing condition notwithstanding the fact that a number of locals had not seen their way as yet to affiliate. The failure of all locals to affiliate, he said, rested mainly upon the officers of the locals who were not interested enough to investigate the purposes and aims of the State Council. They did not recognize the importance and necessity of joining hands for a progressive movement which would ultimately mean the thorough organization of carpenters in the state.

He said further that: "Until such time as this is accomplished, we may expect nothing else but that the burden of cost to any locality making a trial for better conditions must rest upon those who are willing to pay the penalty of a prolonged fight and much extra expense to obtain results. I would therefore urge upon the delegates, as well as the officials of all Local Unions in the state, the necessity of every local affiliating with the State Council, so as to strengthen our force financially and numerically. There is a wonderful field in this great state, which as yet has not seen the light of trade unionism. There are twenty-three counties in which we have not even a semblance of an organization; in several others we have only one or two Local Unions, hence, you can readily see the hardship of the struggle to obtain better conditions in places where we have an organization. This is peculiarly true of the millmen's situation. Had we militant organizations in every county in the state, we could devote much more of our energy to elevating and equalizing the conditions of the mills. Many of the un-

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organized mills of the state, through the unfair methods and conditions employed, being an absolute menace to fair and progressive employers, as well as being a millstone tied to the neck of organized labor."

The General Office was represented at the convention by General-Treasurer Thomas Neale and G. E. B. Member W. A. Cole. Both made instructive addresses, touching upon the administrative affairs of the organization and were listened to with close interest.

On the afternoon of the third day's session the election of officers occurred and resulted as follows: President, Daniel A. Post, Wilkes-Barre; first vice-president, D. S. Leighty, Monaca; second vice-president, Thomas Hickey, Philadelphia; third vice-president, George S. Roberts, Reading; fourth vice-president, O. C. Fuller, Erie; fifth vice-president, M. E. Sanders, Dorrancetown; sixth vice-president, J. W. Keys, Williamsport; seventh vice-president, Jared Lenker, Harrisburg; secretary-treasurer, J. A. Ryan, Philadelphia. It was decided to hold the next convention at Erie.

Resolutions adopted by the convention included a protest against an increase in the state constabulary and urged the entire elimination of that body; the organization of all the millmen in the state was favored; another resolution requested Governor Brumbaugh that he appoint a representative laboring man as head of the new department of labor and industry. The convention also passed a resolution thanking the Pittsburgh entertainment committee for royally entertaining the delegates.

"Speeding Up" Causes Industrial Accidents

The enactment of laws in various states on workmen's compensation for injuries has aroused increased interest in the statistics and physical and psychic conditions of industrial accidents, says the *Brewery Workers' Journal*. The total number of these accidents is almost appalling. The lowest estimate places the fatal accidents to adult workers in the United

States at 35,000 a year, with an additional 1,250,000 non-fatal accidents. The Massachusetts Industrial Accident Board, on the other hand, placed the number of workers killed by accident yearly at 75,000, which apparently includes not only adults, but also workers of all ages, while the number of injured of the same classes was placed by this Massachusetts authority at 3,000,000 or over. An earthquake in a foreign country that kills half this number of persons and maims one-fiftieth of those injured in our United States industries is spoken of as catastrophic.

By far the larger number of accidents occur at about 10 a. m. and 3 p. m. This fact is confirmed by the reports of two state boards, Washington and Massachusetts. The tendency to speed up employment has been incriminated, as the predisposing condition for the occurrence of accidents. This desire comes over the workmen when he is not yet fatigued, but has been employed for several hours. He starts the morning's work "cold," and as he warms to his work, the danger of mischance because of haste becomes greater. Just when the speeding up reaches a climax in the morning hours, most accidents happen. The same thing is true in the afternoon. Workmen feel sluggish after their lunch, but after an hour of work warm up again, and by about 3 o'clock they are doing their most rapid work, and are at the same time more subject to accident.

With regard to accidents among children, however, there is no hour of maximum. Accidents occur at all times, and they are comparatively much more frequent among children than adults. The United States Bureau of Labor reported that "there is clear evidence of great liability to accident on the part of children. Though employed in the less hazardous work, their rates steadily exceed those of the older co-workers, even when in that group are included the occupations of relatively high liability." This was said with regard to the Southern cotton mills, but the same thing is true of practically all industries in which children are employed.

Craft Problems



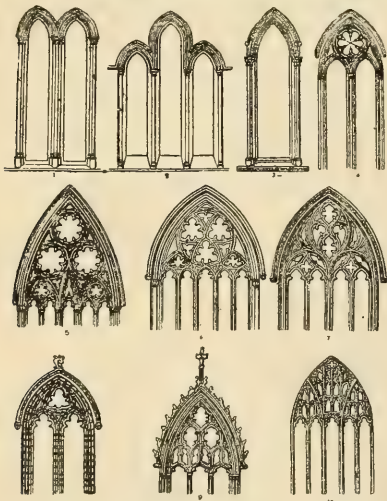
The Carpentry of Gothic Architectural Tracery

(By Owen B. Maginnis.)

If it were asked when the art of carpentry, joinery and woodwork attained its acme or highest pinnacle, the writer would not hesitate to answer, "Under the gothic architects." These splendid craftsmen wrought in wood and stone under the spur of religious fervor the most intricate and best geometrical examples in the history of the world. It was not alone the artistic value of their work which counted, but its structure and permanence which exalted the high skill which they possessed, so in this article I will endeavor to show readers of *The Carpenter* what a high pitch their

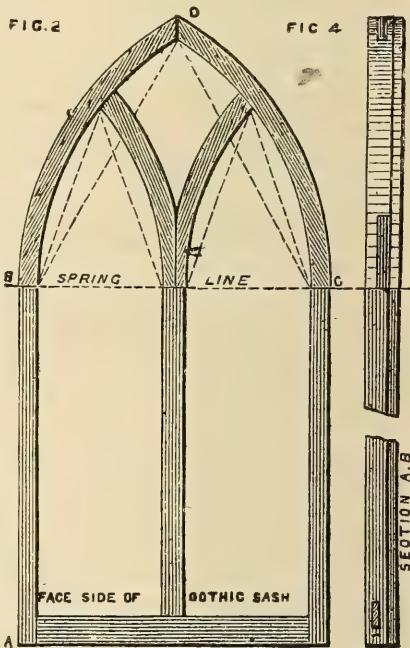
was slow, ranging from the early English to the perpendicular style, but it gradually became more florid, more ornate and geometrically intricate so as to be a source of wonder to modern artisans.

This feature, like all the other prominent ones in architectural styles, did not reach its perfection immediately, but, like the column and entablature in Greek and Roman architecture, was the result of the patient labor of many and succeeding generations of artisans and craftsmen, each individual door, window, screen, reredos, or such like, being an improvement on, or contained some novelty which depended for its basis on the skill and workmanship of those preceding. It was, as it were, deducing by



art attained and how simple their everyday task is nowadays, in comparison with that of these superlative masters of long ago.

At the outset it might be said that tracery was an evolution in craftsmanship, introduced into gothic architecture as far back as the thirteenth century, and the idea probably was borrowed from the Indians or Persians. Its progression

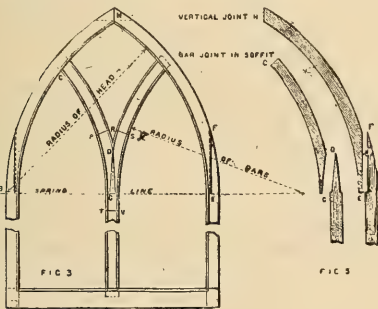


geometrical reasoning the status of construction and producing, mind you, with comparatively unwieldy tools, those beau-

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tiful examples which we of this generation may perhaps copy and reproduce but which it is a question if we can ever improve upon or excel. This evolution or gradual improvement can readily then be comprehended by a study of the Tracery windows, seen in Fig. 1, where the value of geometry, on which the whole art is based, is clearly shown and illustrates how this most useful of sciences is of utmost value to high mechanical principles, which will be further realized as this article progresses.

The earliest and most primitive gothic openings were formed of a simple oblong or rectangular aperture or opening, the vertical sides of which were topped or brought together by curves, the chords of which were the right and left or direction sides of an equilateral triangle, the base line of the triangle acting as



and for the spring line or span of the arch in the manner represented in the top example to the left, No. 1, Fig. 1, where a pair of twin or two windows are delineated.

It was peculiar to these artisans to vary the monotony of their styles, as witnessed in No. 2, Fig. 1. Three, or triple, windows are shown. I use the words artisan and craftsman advisedly because there are no records or authenticity of the architects having planned them. It is safe to infer and I assume that each and every piece of sculpture, etc., was the individual and original effort of him who carried it to completion, which could not possibly be done by another of lesser intelligence. Credit then must be given just as much to each me-

chanic, as we call them nowadays, as well as to the architect, who generally gets it, as when he who executes the work is ignored and forgotten.

The earliest gothic tops or openings contained no mullions, but were as in the Norman, severely plain and simple, and built of one stone, the only joints being those at the spring line and vertex, except in very large passageways, where they could not possibly be built of one stone. Then the joints had their planes on the radius lines of the curves and it must be remembered that each and all were dependent on the properties of the triangle, either acute, equilateral or obtuse. No. 3, Fig. 1, represents a Lancet arch, the two curves of which have for chords the two sides of an isosceles triangle, the base being shorter, similarly with all gothic arches.

Desirous, however, of introducing circles or points of the same into their designs for greater decoration and elaboration, the gothic craftsmen placed the circle in stone or wood, as the most prominent feature with its circumference or periphery tangential to the soffits of the main curves of the head, all having moldings of the same profile intersecting and lapsing into each other in a manner which gave the effect of both symmetry and grace. Again, by subdividing the large openings into units, doubles, triples, quadruples, etc., and topping each individually with a lesser or smaller head, they increased the effect and caused the circles (sometimes many in number) to blend into and be tangent to these; thus they ingeniously and perhaps unconsciously created masterpieces of mechanical skill. By this work they increased the excellence of decoration, encouraged inventiveness and gave scope to all posterity of architects and artisans to either copy or deduce novelties from them.

It is, however, the construction of these in wood, which we in this article, must consider. In the gothic, like the Persian or any other style bordering even on the Arabesque, tracery is mostly reliant on and gained by the exercise of

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the science of geometry. It follows, therefore, that the construction will be dependent likewise on geometrical static or the two assimilated. Take for example the simple window shown in Fig. 2. Here are represented the outer head sweeps, rising from the spring line, B-C, and the joints at the top ends of the jambs B and C are really a curved continuation of the jambs which meet and intersect at the vertex D, the outer and inner curves of the thickness being struck from similar centers B and C. The dotted lines reaching from the joints at the spring line to the joint at the vertex are the aforementioned chords of each arc forming the equilateral triangle. This simple sash contains a mullion, which, being continued upward from the spring line B-C at a radius equal to the radii, equal to those of the right and left outer principal sweeps of the head, divides the interior area into three spaces and produces two lancet arches of graceful contour. The dotted lines, chords of the interior openings, are easy to comprehend.

Many existing examples of this window exhibit show different methods of being put together, so we will here explain one method, as in Fig. 3, where the centerpieces and radii are delineated.

The elevation at Fig. 2 is the outside or street side of the window, and it has a frame of wood two inches thick with square edges in this example, although they are often chamfered, or molded, with a cove or bead. The bottom frame below the spring line consists of two styles, a bottom rail and a mullion, all framed together by mortises and tenons, the mullion into the top edge of the bottom rail, and allowed long enough to reach above the spring line, similarly with the jambs or stiles which are allowed stuff long enough to run up to halve into the sweeps of the gothic head. The stiles are cut out half the thickness from the spring line, and the sweeps have their bottom ends similarly cut out so that they fit together and give a flush front, as shown in the section at A-B, in Fig. 4; the vertical dotted line indicating

this joint in Fig. 3 is the dotted line. The joint at the vertex is held together by a slip tenon let into the center of the stuff from the upper side and, being well glued and carefully nailed, gives a holding which will neither spring nor open.

Concerning the mullion bars of this sash, the upper ends are tenoned into mortises in the soffits of the main head, the shoulder being curved to fit the curvature of the arcs or sweeps, and the bottom ends are halved out on the back side, with a vertical joint above the intersection and nailed on. This does away with the vertical joints and binds the pieces together, as P-R, R-S, I-V in Fig. 3. Figures 3 and 4 show how the rabbet is afterward glued and screwed on in another thickness. The pieces for the head are cut out as represented at Fig. 5, the sweep H-F being screwed on at H-F, in Fig. 3, and joining to the stile piece E, at the joint F-E, and the piece G-C screws on at G-C', in Fig. 3. D-C is the joint of the mullion piece, and this and those of the bars are one inch narrower, as they reach from the outer edge of the stuff.

The pieces are glued and screwed to the frame, the holes being countersunk and plugged, by this means tying all the joints together firmly and insuring a stiff, solid construction.

(To Be Continued.)

Stair Planning

(By Dwight L. Stoddard.)

The planning of stairs, and the necessity of setting them in the right place in the house, where they may be most conveniently situated, is a good deal more of a job than many realize who have never had anything to do with planning them.

Stairs have been an indispensable feature of house interior in some form or other from time immemorial. Even now, when the big office buildings are supplied with dozens of rapid elevators, they do not entirely take away the use of the stairs. They are there just the same, and although the day may come

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when you can step to some corner of your room, touch a button and go up to the next floor, and thus be able to do away with the stairway entirely, I do not think we shall reach such a state of perfection soon.

Fig. 1 illustrates a stair that I do not think very many American carpenters



FIG. 1

have ever built, and yet they enjoy a certain degree of popularity.

Fig. 2 is the kind of winding stair that we are more in the habit of building.

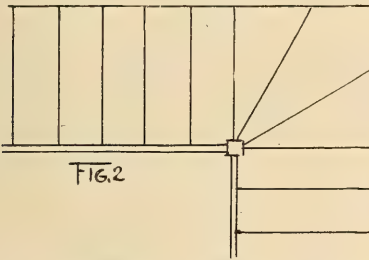


FIG. 2

Fig. 3 is what you might call a "dangerous winder," for the treads are exceedingly narrow, though where room is

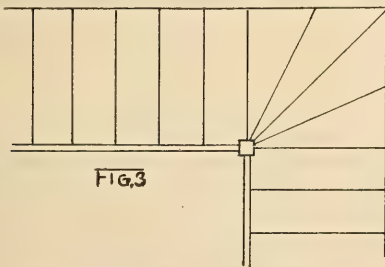


FIG. 3

not well to be had this style is often crowded in.

Fig. 4 is not a style very often built, for it shows two different kinds of winds, as you might say, on the same platform; or, in other words, where a platform ought to be.

Fig. 5 is the same as part of the one just mentioned. It is a better and easier stair than the other winders; yet it is

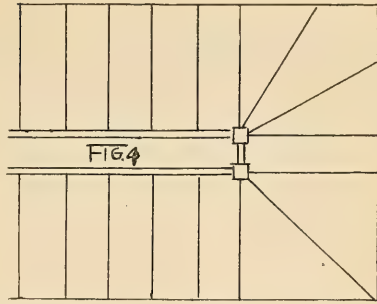


FIG. 4

not near as often built, for it seems where a winder is built the room is so cramped that you do not have room to build these two winder steps.

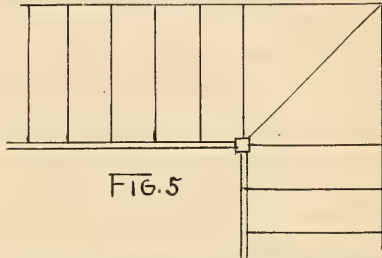


FIG. 5

Fig. 6 is a good stair, just with a square platform in place of the dangerous winders, and the kind that always

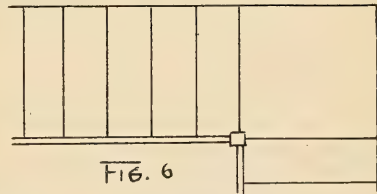


FIG. 6

should be constructed whenever and wherever you have sufficient room to do so.

Fig. 7 makes a very good stair with

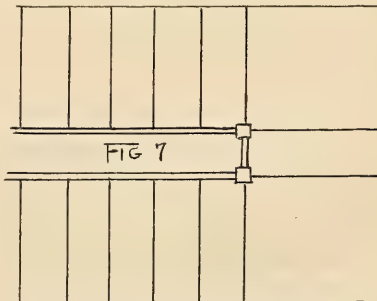
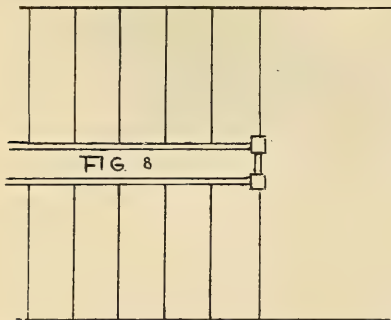


FIG. 7

two platforms and good step between the two.

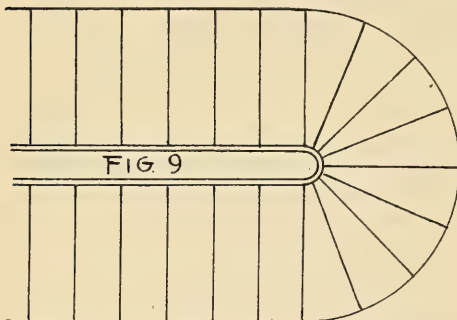
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Fig. 8 is a similar stair, and where you have the room it is a little better, as



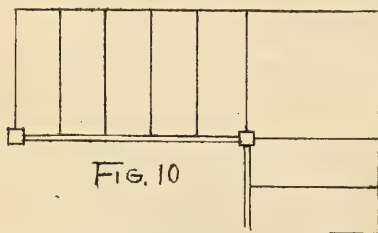
there you have a nice continuous landing or platform.

Fig. 9, as well as many others much like it, have been built many times; but



all those continuous rail stairs are largely of the style of days gone by.

Fig. 10. Note the bottom of the stair, or starting point, and see how it starts



just a plain stair with newel post and rail.

Fig. 11. See the different starting point for the newel and the rounding of the first step.

Fig. 12. Another good style of rounded step to start with.

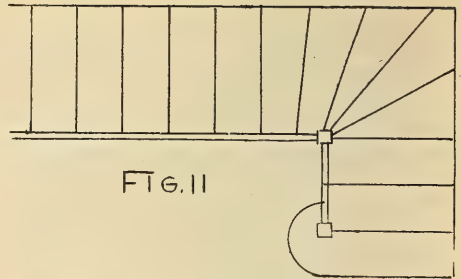
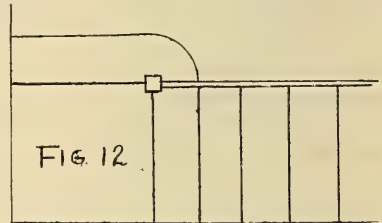


Fig. 13. A very impressive looking stair for a starter, the widening of the starting of the stair and the circle in the



rail making it not only look roomy but elegant as well.

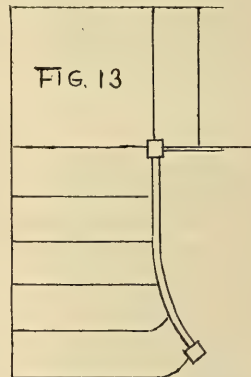
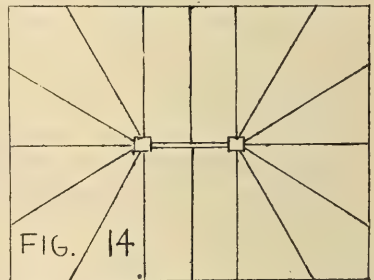


Fig. 14 is a winder, sure enough; we often have them circling around only the



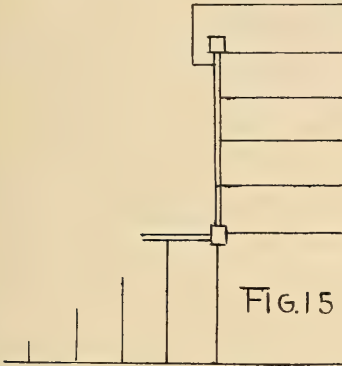
one post. Here I show two which gives us four good steps. In this kind of stair

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one starts directly under where they land.

Fig. 15 makes a good, plain stair; this is an easy, practical stair and suitable for almost any purpose.

There is no end to the varieties of stairs that might be illustrated, but I think this is sufficient to give those that

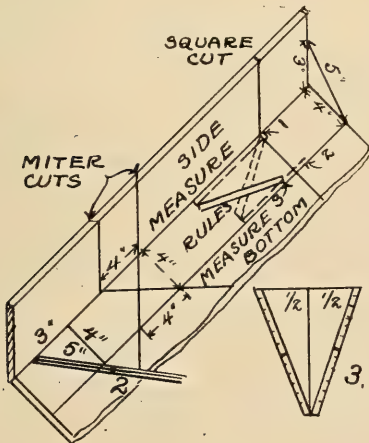


are really interested at least one good thought of some particular part of the construction.

Possibilities of Pocket Rule

(By A. A. Stafford, L. U. 141.)

Many things can be done with a pocket rule. Here are some of them: It happens sometimes that one needs some kind of a miter box to cut something in and



does not have a square with which to lay it out. It can be done with your rule. For a small odd job box take a piece of board for bottom, and if it only has one straight square edge, gauge a line on it as shown. Tack on the side piece and try the square of it as shown on end by measuring three inches on side, four inches on bottom and five inches on angle. Make the sides and bottom come to it by wedging or planing. To get square lines on bottom, establish point 1, where cut is to be, lay rule as shown one side parallel with box side, mark point 2. Then change rule against box side as shown, mark point 3. One-half from 2 to 3 is square to 1. Draw line. Follow the same process for plumb lines on side.

The miter cuts are got by measuring the same distance from square line on parallel lines, then the same distance as parallel lines are apart, like illustration on bottom four inches each way. Lay rule from one point to the other and mark the lines, sight the saw on the lines when sawing. If some pains are taken in laying out, the box will be just as correct as if done with a square. You have only to lay out one square and one plumb line, with the rule to start. All the rest is got by measuring along parallel lines. It requires little practice to do this almost as quick as with a square.

Another way to get right angle when there is a chance to lay rule, like rule 2 on end of box. Have two parallel lines exactly four inches apart, lay rule corner on one line, five inches on the other, mark the two points, then measure on one line from one point three inches and square across. If nicely done, the square line will be correct. All such problems are up to the mechanic. This works the same on two lines three, six, eight, twelve or sixteen inches apart. Results: three, four and five inches; six, eight and ten inches; twelve, sixteen and twenty inches. The larger it can be worked the more likely to be correct on account of close marking. Another right angle, rule 3, mark each corner and in the middle, at

(Continued on Page 50.)

Für Unsere Deutschen Leser



Verhandlungen der ersten Vierteljahres- Sitzung 1915, des General- Exekutiv-Board

(Fortsetzung von letzter Nummer.)

8. Februar 1915.

Logtree ist wieder anwesend und der Board ist vollzählig in allen folgenden Sitzungen.

Angebote für den Druck von Postkarten für die General-Offize werden bis auf weiteres zurückgelegt.

Der Bericht der Delegaten zur 34ten, in Philadelphia, im November 1914 abgehaltenen Jahres-Konvention der A. F. of L., wird verlesen und den Akten einverleibt.

Rock Island, Ill. — Teilweiser Ausweis läuft ein vom Tri-City D. C. über ihm im Sommer 1914 zur Unterstützung ausgesperrter Mitglieder bewilligte Gelder. Dem Ausweis ist zu entnehmen, daß sich noch ein Rest von \$30.00 in Händen des D. C. befindet und wird der G. E. instruiert, denselben zu erforschen auch über diesen Betrag Ausweis einzuschicken.

Dieselbe Verfügung wird getroffen bezüglich des eingesandten Ausweises der L. U. 1946 London, Ont., Can., die noch einen Rest von \$54.00 in Händen hat, und dergleichen im Falle der L. U. 1650 Lexington, Ky., die sich über einen Rest von \$12.00 ausweisen soll.

Nachstehender Auszug des Berichtes des Ersten Gen.-Vize-Präsidenten, an die Indianapolis-Konvention, wird in Erwägung gezogen:

„Ihr Komite empfiehlt daher, daß unsere Generalbeamten Maßregeln ergreifen wonach die Organisatoren gehalten sind, Shops und Fabriken (mills) zu organisieren wo es nur immer möglich ist.“

Der Board beschließt, daß die Ergreifung spezieller Maßregeln nicht notwendig ist indem der General-Präsident zu jeder Zeit die Organisatoren dahingehend instruiert hat. Dies zu tun ist ihre Pflicht und in vielen Fällen hat der G. P. die Organisatoren angewiesen, ihre Tätigkeit speziell nur der Organisierung der Shops und Fabriken zu widmen.

Resolution Nr. 2 der Indianapolis Konvention, die von letzterer an den G. P. und das G. E. B. verwiesen wurde und in der die Ernennung eines Vertreters der G. O. gewünscht wird, welcher allen Verhandlungen der New Yorker Entschädigungs-Kommission über das Entschädigungsgesetz beiwohnen soll, wird verlesen und den Akten

einverleibt, da der Board der Ansicht ist, daß gegenwärtige Schritte in dieser Beziehung nicht notwendig sind.

Resolution Nr. 42 der letzten Konvention, ebenfalls an das G. E. B. verwiesen, in welcher die Ausarbeitung einer Gewerks-Autonomie-Erklärung befürwortet wird, wird erwoogen und Bladmore, Martel und Guerin als Komite ernannt um sich dieser Arbeit zu unterziehen.

Die Mitglieder Potts, Cole und Post werden als Komite eingesetzt um sich mit dem, der Indianapolis unterbreiteten Bericht des Komitees, in der Lehrlingsfrage, zu beschäftigen und an den Board zurück zu berichten.

Omaha, Neb. — Gesuch des Tri-City D. C. um Sanktion und finanzielle Unterstützung in einer Forderung für einen Minimallohn von 55 Cents per Stunde. Sanktion wird erteilt; die Unterstützungsfrage soll gemäß der einlaufenden Berichte erledigt werden. Die Forderung soll am 1. April 1915 inkraft treten.

9. Februar 1915.

Greensburg, Pa. — Gesuch der L. U. 462 um Genehmigung und finanziellen Beistand in einer Bewegung für eine Lohnerhöhung von 10 Cents per Stunde; inkraft zu treten am 1. April 1915. Dieser Fall wird dem G. P. zur Untersuchung überwiesen.

Lima, O. — Gesuch der L. U. 372 um Sanktion und Unterstützung einer Forderung für eine Lohnerhöhung von 5 Cents per Stunde, inkraft zu treten am 1. Juni 1915. Wird ebenfalls an den G. P. behufs Untersuchung verwiesen.

Chicago, Ill. — Gesuch des D. C. um Genehmigung und finanzielle Unterstützung einer Bewegung für einen neuen Arbeitsvertrag für „outside“ Arbeiter; inkraft zu treten am 15. April 1915. Wird zurückgelegt bis nähere Information eingelaufen ist.

San Francisco, Cal. — Ein Gesuch der National Banking Corporation dieser Stadt, einen Teil unserer Gelder auf deren Bank zu deponieren, wird zu den Akten gelegt bis es ratsam ist, unsere Geldern von einer der Banken, auf der dieselben deponiert sind, zurückzuziehen.

Gesuche wie im vorhergehenden Falle der Commercial National Bank in Indianapolis, Ind., der National Commercial Bank in Mann, N. Y., der National Exchange Bank in Augusta, Ga., und der Palmetto National Bank in Columbia, S. C., werden in derselben Weise erledigt.

Derjenige Teil des Berichtes des General-Präsidenten an die Indianapolis Konvention, welcher sich auf die Errichtung eines Akten-

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heims und Alterspension bezieht und an das neuernählte G. E. B. verwiesen wurde, wird ernstlich in Erwägung gezogen und der G. E. angewiesen, alle zu erlangende Information über solche Einrichtungen einzuholen und das Resultat dem Board zu unterbreiten.

Resolution Nr. 33 der Indianapolis Konvention, die Verlegung des Hauptquartiers betreffend, wird erwogen und den Akten einverleibt, da der Board eine solche Verlegung gegenwärtig nicht für ratsam hält.

Minneapolis, Minn. — Die, vom D. C. dieser Stadt beantragte Resolution Nr. 32 der letzten Konvention, die Bewilligung von \$1,000.00 für Organisierungszwecke betreffend, wurde bereits im Oktober vom Board und dem G. P. in Erwägung gezogen; dieselbe wird diesmal an das Boardmitglied Macmore verwiesen, mit der Instruktion, die Gewerkslage in Minneapolis zu untersuchen.

Houston, Tex. — Der G. P. berichtet über den Fall Bruder Pope's, des ehemaligen Finanz-Sekretärs der L. U. 213 und deren Anfragen gegen Pope wegen Verletzung der Sektionen 196 und 198 der Gen.-Konstitution. Der G. P. wird ersucht, eine Revision der Finanzbücher der L. U. 213 vornehmen zu lassen.

Der Board beschließt eine Pause bis zum 10. Februar eintreten zu lassen und an diesem Datum den Bericht des Zusammenstellungs-Komitees über das Resultat der Abstimmung über die Amendements zur Gen.-Konstitution, sowie den Bericht des Konstitutions-Komitees, entgegen zu nehmen.

10. Februar 1915.

Das Komite, welches eingesetzt wurde um eine Gewerks-Autonomie-Erklärung, wie in Resolution Nr. 42 vorgesehen, zu verfassen, unterbreitet seinen Bericht, welcher jedoch zur weiteren Erwägung in einer späteren Sitzung des G. E. B. zurückgelegt wird.

Das Komite welches ernannt wurde um aufgrund des Berichtes des Komitees in der Lehrlingsfrage an die Indianapolis Konvention eine Vorlage zu unterbreiten, erstattet ebenfalls Bericht und wird diese Angelegenheit als Spezialpunkt auf die Tagesordnung der April-Sitzung des Boards gesetzt.

Boston, Mass. — Appellation des D. C. gegen die Entscheidung des G. P. im Falle Wm. A. Taylor und Michael Maloney gegen den Boston D. C. Die Entscheidung des G. P. wird aufrecht erhalten unter dessen Begründung und die Appellation abgewiesen.

Boston, Mass. — Dieselbe Verfügung wird getroffen bezüglich der Appellation desselben D. C.'s im Falle Patrick J. McKenna gegen Appellanten und ebenfalls im Falle Daniel J. McNeil gegen den Boston D. C.

San Francisco, Cal. — Appellation des Bay Counties D. C. gegen die Entscheidung des G. P. im Falle Jas. J. McDonald gegen Appellanten. Der Board hält die Entschei-

dung des G. P. unter seiner Begründung aufrecht und weist die Appellation ab.

Great Falls, Mont. — Der G. P. unterbreitet ein Telegramm des Organizers Dowler, in welchem er anfragt ob finanzieller Beistand geleistet werde. Der G. E. wird instruiert, volle Information über die jetzige Situation in Great Falls, über die Zahl der Ausstehenden und wie lange diese schon auf der Straße liegen, einzuholen.

Die Bookwalter-Ball Printing Co. in Indianapolis teilt mit, daß sie bereit sei mit dem Druck des offiziellen Journals solange fortzuführen bis ihr der Kontrakt gekündigt oder die Brüderschaft in der Lage sei das Journal in ihrer eignen Druckerei herzustellen. Anerbieten wird angenommen.

Louisville, Ky. — Eine Zuschrift von L. U. 64 läuft ein betreffs der von der Bloomer-Sinef Co., Chicagoer Kontraktoren, gegenwärtig in Louisville verrichteten Arbeiten. Wird an den G. P. verwiesen, da er sich bereits mit der Angelegenheit befaßt.

Der Board tritt in Erwägung der Resolution Nr. 43 der Indianapolis Konvention ein, dahingehend, daß alle Lokal-Unions die in einem lokalen Centralkörper vertreten sind, der dem Baugewerksdepartement der A. F. of L. angehört, angewiesen werden sollen ihre Verbindung mit diesem Körper zu lösen. Der Board findet ein derartiges summarisches Vorgehen, zu gegenwärtiger Zeit, nicht für ratsam, da in vielen Fällen, wo obiges der Fall ist, andere Gewerke mit den Carpenters harmonisch zusammen arbeiten.

Das Gesuch der Women's Trade Union League von Amerika, um finanzielle Unterstützung, wird in Verbindung mit Resolution Nr. 47 der Indianapolis Konvention dahin erledigt, daß diesem Verbands die Summe von \$500.00 bewilligt wird und soll dieser Betrag Sam Compers, Präsident der A. F. of L., behufs Uebermittlung zugesandt werden, da das G. E. B. der Ansicht ist, daß derartige Geschäfte von der A. F. of L. besorgt werden sollten. Ausweis über die bewilligte Summe wird später erwartet.

Key West, Fla. — Die früher erwähnten Mitteilungen mehrerer Mitglieder der L. U. 1137 dieser Stadt wird wieder aufgenommen und nachdem dem Boardmitglied des 4ten Distrikts Gehör geschenkt war, beschließt der Board von weiterer Maßnahme abzugehen.

Der Board verfügt, daß der G. E. alle Lokal-Unions der B. V., die dem Dual-Centralkörper in Groß New York angehören, benachrichtigen soll, daß sie ihre Verbindung mit diesem Körper, innerhalb dreißig Tage, vom Datum der Benachrichtigung an gerechnet, lösen und die Gen.-Offize hiervon benachrichtigen müssen. Der G. P. wird zugleich angewiesen die Charters aller Lokal-Unions, die sich dieser Anordnung nicht fügen, zurückzufordern und deren Mitglieds-

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schaft nach anderen Lokal-Unions zu transferiren.

Da alle jetzt vorliegende Geschäfte erledigt sind, erklärt der Board, gemäß eines früheren Beschlusses, eine Pause bis zum 23. Februar 1915.

Achtungsvolle unterbreitet,
Frank Duffin, Sekretär.

Indianapolis, Ind., den 23. Februar 1915.

Der General-Exekutiv-Board tritt an obigem Datum, gemäß eines früheren Beschlusses, wieder in Sitzung. General-Präsident Kirby führt den Vorsitz und alle Mitglieder sind anwesend.

Erie, Pa. — Appellation Frau Elizabeth Getchell's gegen die Entscheidung des General-Schatzmeisters, in der er im Falle ihres verstorbenen Gatten und ehemaligen Mitgliedes der L. U. 284, H. S. Getchell, Sterbegeldschenkung verweigerte. Der Board schließt sich der Entscheidung des G. Sch. unter dessen Begründung an und weist die Appellation ab.

Der Board beschließt den General-Präsidenten mit der Vergeltung und Ueberwachung der, zur Errichtung der Druckerei in der General-Offize, erforderlichen Arbeiten zu betrauen und instruiert denselben einen vollständigen Plan hierüber nebst Kosten-Vorschlag in der April-Sitzung dem Board zu unterbreiten.

Der G. S. wird beauftragt von zuverlässigen Bürgschafts-Compagnien Angebote für die Bürgschaftsleistung der Lokalbeamten, unter Kontrolle der General-Offize, einzuholen und in der April-Sitzung dem Board vorzulegen.

Der G. B. unterbreitet nachstehenden Bericht des Zusammenstellungs-Komite's über das Resultat der Abstimmung über die, von der Achtzehnten General-Konvention empfohlenen, Konstitutions-Veränderungen und gemachten Vorschläge:

Indianapolis, Ind., den 17. Februar 1915.
Herrn James Kirby, General-Präsident der Vereinigten Brüderschaft der Zimmerleute und Bauschreiner von Amerika, Indianapolis, Ind.:

Werter Herr und Bruder — Wir, das Komite welches von der, vom 21. September bis 2. Oktober in Indianapolis abgehaltenen Zweijahres-Konvention eingesetzt wurde um die Resultate der Abstimmung über die von derselben empfohlenen Amendements zur General-Konstitution zusammenzustellen, unterbreiten hiermit folgenden Bericht:

Wir finden, daß 1,040 Lokal-Unionen das Resultat ihrer Abstimmung eingesandt haben. Davon wurden die Resultate von 85 Lokal-Unionen als ungültig befunden, weil sie nicht gemäß der vom General-Sekretär ergangenen Instruktion und nicht gemäß der General-Konstitution einberichtet wurden.

Lokal-Unionen die es veräumten die Zahl der abgegebenen Stimmen auszugeben:

L. U. 39 Cleveland, O.; 393 Whitney,

Tex.; 399 Phillipsburg, N. J.; 410 Selma, Ala.; 412 Sayville, Long Island, N. Y.; 616 San Francisco, Cal.; 846 Pleasantville, N. J.; 925 Salinas, Cal.; 940 Sandusky, O.; 1246 Marinette, Wis.; 1307 Evanston, Ill.; 484 Visalia, Cal.; 1728 La Playa, Ponce, Porto Rico; 1754 Canton, Mass.; 1769 Denb, Ill.; 1780 Fairburn, Ill.; 1784 Chicago, Ill.; 1914 Stratford, Conn.; 1836 Russellville, Ark.; 1871 Sheffield, Pa.; 2507 Evanston, Ill.

Lokal-Unionen deren Berichtformulare nicht gehörig ausgefüllt oder nicht mit Siegel versehen waren:

L. U. 21 Chicago, Ill.; 31 Trenton, N. J.; 111 Lawrence, Mass.; 156 Staunton, Ill.; 158 Los Angeles, Cal.; 237 Pittsburgh, Pa.; 273 Yonkers, N. Y.; 277 Philadelphia, Pa.; 303 Detroit, Mich.; 307 Winona, Minn.; 341 Chicago, Ill.; 362 Pueblo, Colo.; 378 Edwardsville, Ill.; 559 Paducah, Ky.; 591 Little Falls, N. Y.; 643 Chicago, Ill.; 661 Ottawa, Ill.; 692 Cincinnati, O.; 572 Hackensack, N. J.; 755 Superior, Wis.; 798 Salem, Ill.; 815 Edwards, Cal.; 878 Beverley, Mass.; 844 Los Gatos, Cal.; 1008 Brooklyn, N. Y.; 1034 Okaloosa, Fla.; 1106 Portland, Ore.; 1107 Gloversville, N. Y.; 1119 Ridgefield, Conn.; 1144 Los Angeles, Cal.; 1214 Walla Walla, Wash.; 1248 Batavia, Ill.; 1268 Johnstown, N. Y.; 1355 Seattle, Wash.; 1546 Baltimore, Md.; 1573 Boston, Mass.; 1588 Sidneh, N. S., Can.; 1661 Minneapolis, Minn.; 1701 Centralia, Wash.; 1702 Watertown, S. D.; 1719 Orangeburg, S. C.; 1730 Neodesha, Kan.; 1877 Pawmuck, N. J.

Gesamt-Stimmenzahl für und gegen Fragen und Amendements:

	Für.	Gegen.
Frage Nr. 1.....	37,137	2,499
Frage Nr. 2.....	34,992	5,446
Frage Nr. 3.....	13,654	21,956
Frage Nr. 4.....	10,202	26,724
Frage Nr. 5.....	25,269	11,082
Frage Nr. 6—		
Sekt. 1.....	29,268	6,013
Sekt. 2.....	30,559	4,795
Sekt. 3.....	29,426	5,234
Sekt. 4.....	28,648	5,246
Sekt. 5.....	29,986	4,741
Sekt. 6.....	29,825	4,386
Sekt. 7.....	30,373	4,305
Frage Nr. 7.....	33,832	3,712
Frage Nr. 8—		
Sekt. 1.....	27,817	8,292
Sekt. 2.....	23,507	4,901
Artikel Nr. 1—		
Sekt. 3.....	27,609	7,903
Sekt. 4.....	27,866	8,042
Sekt. 5.....	27,624	7,773
Sekt. 6.....	27,893	7,934
Frage Nr. 8—		
Sekt. 1.....	29,721	5,604
Sekt. 2.....	30,205	4,790

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Artikel Nr. 2—		
Sekt. 3	28,841	5,403
Sekt. 4	31,841	3,249
Frage Nr. 9	36,956	2,337
Frage Nr. 10	33,960	3,636
Frage Nr. 11	32,285	4,954
Frage Nr. 12	36,060	1,743
Frage Nr. 13	28,886	8,373
Frage Nr. 14	32,791	5,266
Frage Nr. 15—		
Antrag Nr. 1	30,920	12,023
Antrag Nr. 2	29,773	12,382
Antrag Nr. 3	28,656	13,134
Antrag Nr. 4	29,810	11,850
Antrag Nr. 5	28,842	12,596
Antrag Nr. 6	27,955	13,284
Antrag Nr. 7	28,120	12,108
Frage Nr. 16	30,062	2,696
Frage Nr. 17	33,035	1,456
Frage Nr. 18	33,980	1,191
Frage Nr. 19	29,598	3,218
Frage Nr. 20	29,789	1,465
Frage Nr. 21	30,449	1,095
Frage Nr. 22	27,781	3,001
Frage Nr. 23	30,856	1,105
Frage Nr. 24—		
Sekt. 1	28,730	2,735
Sekt. 2	26,827	2,983
Sekt. 3	26,381	3,676
Sekt. 4	21,419	8,045
Sekt. 5	25,904	3,187
Sekt. 6	26,371	3,105
Sekt. 7	22,490	8,045
Frage Nr. 25	27,085	2,821
Frage Nr. 26—		
Sekt. 1	29,125	1,099
Sekt. 2	25,472	4,568
Sekt. 3	27,930	2,076
Frage Nr. 27	28,209	1,495
Frage Nr. 28	28,407	886
Frage Nr. 29—		
Sekt. 1	26,194	2,619
Sekt. 2	26,690	1,865
Sekt. 3	24,896	3,950
Sekt. 4	25,941	2,843
Sekt. 5	26,202	2,450
Frage Nr. 30	26,548	1,707
Frage Nr. 31	27,395	1,751
Frage Nr. 32	27,851	1,644
Frage Nr. 33	21,892	8,120
Frage Nr. 34	23,803	5,309
Frage Nr. 35	28,177	987
Frage Nr. 36	27,497	1,943
Frage Nr. 37	22,148	7,977
Frage Nr. 38	24,923	3,718
Frage Nr. 39	29,219	1,531
Frage Nr. 40	28,133	781
Frage Nr. 41	27,045	2,515
Frage Nr. 42	28,346	754
Frage Nr. 43	26,500	2,398
Frage Nr. 44	22,447	5,840
Frage Nr. 45	26,838	845
Frage Nr. 46	24,473	2,799
Frage Nr. 47	26,158	1,412
Frage Nr. 48	25,089	1,950
Frage Nr. 49	23,500	2,942

Frage Nr. 50	23,852	3,011
Frage Nr. 51	22,712	3,909
Frage Nr. 52	22,475	4,049
Frage Nr. 53	19,620	6,452
Frage Nr. 54	23,976	2,574
Frage Nr. 55	22,936	3,261
Frage Nr. 56	24,036	2,743
Frage Nr. 57	25,664	1,791
Frage Nr. 58	24,337	2,798
Frage Nr. 59	25,316	1,225
Frage Nr. 60	23,736	2,741
Frage Nr. 61	25,427	1,926
Frage Nr. 62	23,940	2,665
Frage Nr. 63—		
Sekt. 1	23,864	1,948
Sekt. 2	25,094	1,993
Frage Nr. 64	24,555	1,303
Frage Nr. 65	24,315	1,884
Frage Nr. 66—		
Sekt. 1	24,228	1,085
Sekt. 2	23,757	1,219
Sekt. 3	24,059	1,001
Frage Nr. 67	25,107	1,274
Frage Nr. 68	24,856	816
Frage Nr. 69	24,358	1,347
Frage Nr. 70	25,691	612

Alle obige Amendments fanden Annahme mit Ausnahme der Fragen Nr. 3 und 4.

W. W. McGary, Vorsitzender.

Edward S. Keeney,

Reuben Price,

D. G. Smock,

J. E. Spangler, Sekretär.

Von der Ansicht ausgehend, daß es in der Absicht der letzten Konvention lag, daß die Versendung des offiziellen monatlichen Journals, „The Carpenter,“ an die Privat-Adresse eines jeden Mitgliedes unserer Organisation beginnen solle nachdem die Druckerei in der General-Offize eingerichtet ist, beschließt der Board mit der Versendung bis zu diesem Zeitpunkte zu warten.

Die Frage der Gewinnung von Inseraten für das offizielle Journal, „The Carpenter,“ wird sorgfältig erwogen und der G. E. instruiert sich betreffs detaillirter Information über Inserateraten mit Anzeige-Agenturen in Verbindung zu setzen und über das Resultat in der April-Sitzung Bericht zu erstatten.

Der Board beschließt, daß die 34 Cents Rate der monatlichen Kopfsteuer, wie solche in Frage Nr. 37, der durch Urabstimmung angenommenen Amendments vorgeesehen, beginnend mit dem Monat April 1915 und nachher monatlich zahlbar sein soll.

Der G. E. B. legt den, von der Indianapolis Konvention in Frage Nr. 49 der Urabstimmung unterbreiteten Vorschlag, dahin aus, daß Distrikts-, Staats- und Provinzial-Councils mit einem Charter versehen sein müssen.

Es wird beschlossen, daß, beginnend mit dem 1. März, die Gehälter der Generalbeamten in der Rubrik, „Salary and Clerk Hire“ im monatlichen Finanzbericht mit eingeschlossen werden sollen.

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New Orleans, La. — Das Spezial-Komitee welches am 27ten Januar eingesetzt wurde um die Klage der L. U. 1812 und 1846 gegen L. U. 76, alle von New Orleans, wegen Verletzung der Sect. 131 der Gen.-Konstitution in deren Gesamtheit, zu untersuchen, erstattet Bericht. Der Bericht erhält die Zustimmung des Board und soll die Entziehung des Charters der L. U. 76 am 1. März vollzogen werden.

24. Februar 1915.

Alle Mitglieder sind anwesend.

Ottawa, Ont., Can. — Besuch des D. C. um Genehmigung und finanzielle Unterstützung einer Bewegung für Erhöhung des Lohnes um 5 Cents per Stunde am 1. Mai 1915. Wird bis zur April-Sitzung zurückgestellt und soll der G. P. unterdessen eine Untersuchung in diesem Falle vornehmen.

Tipton, Ind. — Besuch der L. U. 358 um Genehmigung und finanziellen Beistand in einer Bewegung zur Erringung einer Lohnerhöhung für Shop und outside Arbeiter am 1. April 1915. Genehmigung wird gewährt jedoch der L. U. empfohlen bei nächster Gelegenheit einen Vorstoß zur Erringung des Achtstundentages zu machen.

South Bend, Ind. — Da, laut der am 1. März 1915 inkrafttretenden arrendierten Gen.-Konstitution, es der Zustimmung von 55 Prozent der Mitgliedschaft eines Ortes bei Stellung einer Forderung bedarf ehe der Board deren Genehmigung in Erwägung ziehen kann, kann ein Besuch der L. U. 413 um Unterstützung einer Gewerkschaftsbewegung die diese Zustimmung nicht erhielt, nicht berücksichtigt werden.

Phoenixville, Pa. — Vorausgesetzt, daß der Montgomery County D. C. die Forderung indoffiert, wird ein Besuch der L. U. 1444, um Sanction ihrer Forderung für Lohnerhöhung von 5 Cents per Stunde am 1. Mai 1915, sowie finanzieller Beistand, gewährt. Auch hier werden die Besuchsteller ermahnt, ihre nächste Bewegung der Erringung des Achtstundentages zu widmen.

Chicago, Ill. — Eine Zuschrift des D. C. bezüglich der beabsichtigten Frühjahrsbewegung wird entgegengenommen und als Information zu den Akten gelegt.

Mason, Nev. — Ein Schreiben des ehemaligen Präsidenten der eingegangenen L. U. 697 betreffs einer, auf einem der L. U. gehörenden Hause lastenden Schuld, wird an den G. P. zur Untersuchung des Falles verwiesen.

Indianapolis, Ind. — Ein Besuch der Marion County Society for the Prevention of Tuberculosis, um einen jährlichen Geldbeitrag zur Unterstützung ihrer Bestrebungen, kann nicht gewährt werden, weil der Board nicht die Macht hat, derartige Bewilligung zu machen.

Franklin, Pa. — Nachdem der Board am 2. Februar das Besuch der L. U. 682 um

Genehmigung ihrer Forderung für einen Tagelohn von \$3.60, zurückgelegt hatte, liegt nun die gewünschte weitere Information vor und das Gesicht wird gewährt. Finanzielle Unterstützung soll, gemäß einlaufender Berichte, ebenfalls erfolgen.

St. Smith, Ark. — L. U. 1755 fragt in einem Schreiben an ob der Board ihnen rate, im Interesse der Finisshers, die sich im Auslande befinden, an den Sympathiestreit zu gehen. Der G. S. wird angewiesen der L. U. mitzuteilen, daß sie sich nicht eher an diesem Auslande beteiligen solle bis sie die Gen.-Offize dahingehend instruiert.

Great Falls, Mont. — Von L. U. 286 ist Bericht über den Stand der Aussperrung eingelaufen, welcher erörtert wird und beivilligt der Board die Summe von \$1,000.00 zur Unterstützung der beteiligten Mitglieder.

Baltimore, Md. — Besuch der L. U. 1546 um Erlassung der Kopffsteuer für zwei Monate. Wird abgewiesen. Angesichts der gegenwärtigen Situation unter den Lokal-Unionen in Baltimore, befürwortet der Board eine Verschmelzung derselben, die ihnen sicherlich zum Vorteil gereichen werde.

Boston, Mass. — Vollständige Abrechnung des D. C.'s liegt vor über ihm, im Dezember, zur Unterstüttung ausstehender Mitglieder bewilligte Gelder, welche den Akten einverleibt wird.

Greensburg, Pa. — Besuch der L. U. 462 um offizielle Sanction und finanzielle Hilfe in einer Bewegung für einen Minimallohn von 50 Cents per Stunde, inkraft zu treten am 1. April 1915. Das Gesicht wurde bereits am 9. Februar in Erwägung gezogen und dem G. P. zur Untersuchung der Gewerkschaftsfrage überwiesen. Das Gesicht wird gewährt und soll finanzielle Hilfe geleistet werden sobald Streikberichte der G. O. zu gehen.

Seattle, Wash. — Der D. C. unterbreitet dem Board eine Zuschrift des Präsidenten der International Union of Timber Workers bezüglich Anschluß dieser Organisation an die B. B. Diese Angelegenheit wird an den G. P. zwecks Untersuchung verwiesen und soll derselbe in der April-Sitzung Bericht erstatten.

Possibilities of Pocket Rule

(Continued from Page 45.)

center joint, draw a line corner to corner. Measure half way, draw a line to center joint mark, forms a T square. Use this to get square line on board or timber. Draw center line for rule joint, swing ends to each edge of board, mark and draw line across for square. All this goes to show that the pocket rule has various possibilities.

Departement Francais



Salaire Minimum et un Jour de Travail de Huite Heures

Monsieur Frank P. Walsh, Chairman du Comité des Relations Industrielles parlait à New York à une audience qui remplissait la salle. Sa discussion était sur l'ouvrage de la commission et son but étendu. En touchant sur le pouvoir et les ressources financiers des grandes industries et leur domination et menace où il y avait question des salaires et des vivres, il recommandait que le gouvernement établisse un certain minimum de salaires et heures de travail. Il dit:

"Pour commencer, je propose que le gouvernement établisse un salaire minimum de \$2.00 au moins par jour pour un jour de huit heures, pour les hommes de section sur les chemins de fer. Le gouvernement a le pouvoir de faire ceci comme il a le pouvoir de faire ceci comme il a le pouvoir de régler les chemins de fer. De même, il pourrait établir un minimum salaire de \$10.00 par semaine pour les filles de téléphone, comme il contrôle ces lignes de communication. Nous aurions dû avoir ces mesures depuis longtemps si nous avions les moyens de donner expression à nos sentiments et si nous avions une presse libre et sans entraves.

"Il est curieux, mais j'ai fait ces recommandations à quatre ou cinq comités où j'ai parlé, chaque fois dans la présence des membres de la presse, mais le jour après, à juger des nouvelles dans les journaux, ce serait impossible pour moi de voir que j'ai fait aucune mention de l'affaire."

Monsieur Walsh a la situation exacte. Un minimum de \$2.00 devrait être la moindre somme qu'un homme devrait recevoir pour un jour de travail à cause du service dur et les différentes saisons de l'année et un jour de travail de huit heures est un jour très long.

La Presse est silencieuse sur ce sujet vital, mais si un millionnaire sans esprit

s'enfuit d'une maison d'aliénés ou une "belle" du beau monde apparait dans quelque robe d'une invention nouvelle, la nouvelle est donnée au monde dans des inscriptions criantes en tête d'un article. En vérité, le pouvoir de la Presse est tristement mal placé lorsque la publicité et la censure des conditions pourraient régler bien des choses en rendant la classe ouvrière plus contente et plus heureuse.

L'Unionisme Obtient-T-Elle Des Resultats?

C'est un fait bien connu que dans les industries où les ouvriers ne sont pas organisés, des salaires minimes et des conditions peu satisfaisantes sont la chose générale. Dans des métiers ou professions où les ouvriers sont mal payés, on trouve les employés mal organisés ou pas du tout. On trouve aussi que les salaires que ces hommes reçoivent sont très bas. Ceci est un des meilleurs arguments que les unions peuvent avancer. C'est un argument qui ne peut pas être réfuté.

En vue de cela, c'est une chose étrange qu'il n'est pas généralement accepté et suivi par les ouvriers qui ne sont pas organisés. Il est raisonnable d'attendre qu'un homme accepte une proposition qui améliorerait sa position en matière de finances et autrement, mais ceci n'est pas le cas. Des milliers d'hommes sont ignorants ou indifférents à ces faits.

De manière ou d'autre, il semble à plusieurs un trop grand effort de réfléchir sérieusement sur ces choses et encore bien plus d'un effort d'y agir conformément. Ils réalisent dans quelque manière que la pitance qu'ils reçoivent pour leurs heures longues de travail et l'ouvrage dur, n'est pas suffisant, mais lorsqu'il y a question où les hommes prennent un part actif d'améliorer ces conditions, ils restent

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où ils sont, satisfaits que quelqu'un d'autre s'en occupe.

Ils semblent vraiment que rien peu du tonnerre de Mont Sinai réussirait à les éveiller à une réalisation de leur condition. Travaillant pour le strict nécessaire de tenir ensemble leurs corps et leurs âmes, la vie n'a aucune promesse ou espoir pour eux. Leur sort est de travailler avec difficulté et de souffrir, émuissant leurs sensibilités et les rendant chétifs. Mais, il ne sera pas toujours ainsi.

Les efforts et les admonitions des unionistes et d'autres intéressés dans le bien-être des ouvriers commencent à porter du fruit. Les unions des ouvriers sont à présent le plus grand facteur pour l'avancement et l'amélioration des conditions que les métiers organisés jouissent. Quand le jour arrive que les ouvriers comprendront que la co-opération et l'organisation apporteront les résultats désirés, pas seulement quelques métiers et vocations recueilleront les bienfaits, mais ils recevront ce qu'ils ont justement gagnés.

L'organisation et la coopération des ouvriers remporteront la victoire.

Etes-vous désireux d'être sur la ligne de bataille et de mettre votre organisation aux premiers rangs? Etes-vous prêts de faire de votre part d'améliorer votre condition? Alors, il faut propager la vérité de manière que d'autres comprennent comme vous que l'amélioration et l'émancipation des ouvriers restent dans leurs mains. Si vous faites cela, vous recevrez des résultats substantiels.

Rapport du President General Kirby pour le Trimestre Finissant le 31 Mars, 1915

Aux Membres du Conseil Général Exécutif:

Chers Freres—Quoique pendant le trimestre passé, les conditions des affaires du bâtiment ont été bien au-dessous de la moyenne, nous avons été très actifs en ce qui concerne le travail de notre organisation.

Comme il a été dit dans mon précédent rapport, Président Gompers, Président

Williams, Président Hynes et moi-même avons commencé l'enquête sur la fabrication et l'installation des ornements métalliques. Nous avons visité Chicago, Cleveland, Jamestown, Buffalo et New York. Dans plusieurs de ces villes nous avons visité des fabriques et dans d'autres nous avons assisté à l'installation des ornements. Quoique le comité n'ait pas été autorisé à rendre une décision, je me sens parfaitement justifié en disant que je crois que les droits des charpentiers ont été clairement établis, mais par l'action même de la convention de la Fédération Americaine du Travail, le comité a été seulement autorisé à faire un rapport du travail accompli et à continuer ses efforts jusqu'à un temps où une solution satisfaisante sera atteinte.

Je dois dire que l'installation des ornements métalliques est en train de s'ajuster, dans tout le pays, à la satisfaction des charpentiers. Nous préférons travailler en harmonie avec toutes les organisations et nous pensons que si nous n'étions pas retardés par des disputes concernant notre travail, nous pourrions matériellement réenforcer plusieurs corps dans l'industrie du bâtiment, mais, tant qu'ils continuent à disputer nos droits, nous devons procéder de façon à protéger les intérêts de l'union fraternelle.

Pendant le mois de Janvier, j'ai visité Kenosha, Wis. Il y a quelque temps, plusieurs membres de Milwaukee ont été mis à l'amende à Kenosha.

Ces membres s'étant pourvus en appel une convention a décidé en leur faveur.

L'union locale de Kenosha à pris dans cette circonstance une attitude très défiante, mais je suis heureux d'annoncer que depuis la dernière reunion du conseil cette union a promis d'ajuster cette affaire aussitôt que les circonstances le permettront.

Probablement une des plus grandes campagnes qui ait jamais été entreprise par notre organisation, a eu bien à Philadelphie, Pa., pendant le mois de mars. Il est difficile d'estimer, à présent le nombre de charpentiers, qui ont joint notre organisation pendant ce mois,

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grâce au travail de propagande fait par les officiers et organisateurs de notre union.

Le 5 mars, en compagnie avec le Président Gompers et plusieurs autres personnes, j'ai en l'honneur de faire un discours devant la plus grande assemblée de Charpentiers à laquelle j'ai eu la bonne fortune d'assister.

Le discours du President Gompers a été un chef d'oeuvre et a touché le coeur de tous les assistants qui l'ont entendu.

Le resultat de cette campagne a aussi été la signature d'un agrément avec les Maitres constructeurs de Philadelphie et une organisation semblable à Germantown concernant la reconnaissance de l'union.

Je pense que ce serait faire une injustice que de ne pas nommer les hommes qui je pense sont responsable pour le commencement de ce mouvement:

Membre Post avec les officiers de la locale de Philadelphie doivent recevoir nos félicitations sur la façon admirable dont ils ont conduit cette affaire. Je puis vous assurer que maintenant Philadelphie peut prendre soin d'elle même.

Nous venons de commencer un mouvement semblable à Baltimore et je pense que nos efforts seront couronnés de succès comme à Philadelphie, et même d'avantage car nous ne serons pas retardés par l'opposition de l'union locale comme nous l'avons été dans cette dernière ville.

Nous allons essayer de faire de Baltimore une ville entièrement unioniste et nous pensons réussir dans l'accomplissement de notre projet avant qu'une autre année se soit écoulée.

Je dois dire en passant que l'union internationale des Maçons, briquetiers et plâtriers ont rendu notre succes possible à Philadelphie et que nous avons l'assurance de leur aide à Baltimore.

Une correspondance volumineuse a été échangée et beaucoup d'efforts ont été faits pour essayer d'amener une entente entre les ouvriers de l'union internationale des Brasseries et l'union fraternelle des Charpentiers et Menuisiers d'Amérique. Nous pensions que

nous devons avoir la fabrique et le reparage de toutes bôites et autre travail semblable dans les Brasseries. Les ouvriers des brasseries pensaient avoir droit au reparage des bôites et autre travail semblable dans les brasseries.

Cette dispute avait atteint de telles proportions que les brasseurs réalisant qu'ils ne pouvaient pas entrer en lutte avec l'une ou l'autre de ces organisations chercherent un moyen de sortir de cette difficulté. A cet effet ils introduisirent des bôites en métal et il devint apparent que si ces deux unions ne pouvaient arriver à un arrangement, les charpentiers perdraient non seulement le reparage des bôites, mais aussi leur manufacture ainsi que tout le travail qui se fait dans les brasseries. En conséquence un arrangement a été signé, donnant aux charpentiers le droit de construire et de reparer tous les bâtiments, cafés la manufacture des comptoirs et boites pour la bière en bouteilles, conteneurs ascenseurs, machines de transmission et tout autre travail qui se fait dans les brasseries et autres établissements contrôlés par les brasseries.

Aux ouvriers des brasseries fut donné le droit de faire toutes réparations courantes des boites à bière dans les brasseries et établissements où l'on met la bière en bouteilles. Nous pensons que cette arrangement va nous donner beaucoup plus de travail que si nous avions insisté sur le reparage et que la dispute ait continué, nous aurions perdu le reparage et aussi la manufacture des boites.

Pendant les trois derniers mois nous avons dépensé beaucoup de temps à estimer le coût de l'installation de notre imprimerie. Nous allons aussi vite que possible et avons fait beaucoup de progres et nous pensons que c'est seulement une question de quatre ou cinq mois avant que notre journal soit imprimé par nos propres presses.

Esperant que mon travail du trimestre passé sera reçu avec satisfaction, Je restons, Fraternellement,

JAMES KIRBY, Président Général.

Death Roll



BEEDLE, C. C., of L. U. 916, Aurora, Ill.
BENEFIELD, J. M., of L. U. 316, San
Jose, Cal.
CRAFT, W. C., of L. U. 1217, Elm Grove,
W. Va.
COX, EMORY, of L. U. 916, Aurora, Ill.

RHAME, F. E., of L. U. 52, Charleston,
S. C.
ROTH, THOMAS J., of L. U. 1069, Mus-
catine, Ia.
FRY, BELLE, of Ladies' Auxiliary No. 1,
Dallas, Tex.

The Limitation of Strike-Breaking

It is interesting to notice, says Walter Lippmann in a recent issue of the Metropolitan Magazine, that when the federal troops went into Colorado the first thing they did was to forbid the importing of any more strike breakers. They showed by this that they understood their task. They seized the real issue with which the statesmanship of labor will have to grapple, for in various ways our state governments have recognized already that strike breaking is not unreservedly justifiable. Many state employment bureaus, for example, are compelled to tell men that a strike is in progress before they offer them strike-breaking jobs.

It is ideas like this which will have to be developed if the state is to use any better weapon than the club to deal with labor violence. The time may come, not so far off, when the state will refuse to allow strike breaking until after there has been a public hearing of the causes which made the strike. Such a hearing would give the strikers their chance to appeal to public opinion, and public opinion whenever it is aroused is decisive. If opinion goes against the men the police will have comparatively little trouble in preserving order; if opinion is with the men strike breaking is exceedingly difficult.

This is the direction to be taken as regards public policy. But public opinion cannot rest there. It must insist and insist that refusal to deal with unions is arbitrary and barbarous. It must encourage every step by employers which

tends to give the men collectively a greater share in the management of industry, for that "recognition," if it is genuine, is the only real substitute for violence, the only method by which the workers can make themselves heard in a civilized fashion.

Overshadows Them All

The labor movement—that awkward but expressive phrase whereby we signify the progress of the workers toward the goal of complete social justice—is undoubtedly the greatest subject before the world today. It completely overshadows, aye, even embraces, every problem, social and economic, touching the betterment and progress of the human family. Practically all of the profound thinkers and students of our time recognize that fact.

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CLAIMS PAID DURING MAY, 1915

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Claim No.	Name of deceased or disabled.	Union.	City.	Membership. Yrs. Mos.	Cause of death or disability.	Amount Paid.
24186	Mrs. Bertha J. Bumgarner	16	Springfield, Ill.	11	Tuberculosis	\$ 75.00
24187	Louis F. Phillips	78	Troy, N. Y.	15	Acute indigestion	300.00
24188	C. G. Nyborg	181	Chicago, Ill.	10	Heart disease	125.00
24189	Henry Raedeke	419	Chicago, Ill.	29	Acute cardiac dilatation	300.00
24190	Mrs. Emily J. Dussau	420	Memphis, Tenn.	11	Tuberculosis	75.00
24191	W. D. Tallaferrro (dis)	1028	Ardmore, Okla.	10	Accidental injuries	400.00
24192	Andrew Nelson	1695	Providence, R. I.	4	Tuberculosis	200.00
24193	Wm. E. Hyde	1014	Warren, Pa.	13	Bright's disease	300.00
24194	Mrs. Emma Bangstad	7	Minneapolis, Minn.	7	Tuberculosis	75.00
24195	Thomas C. Stockdale	142	Pittsburgh, Pa.	17	Cerebral hemorrhage	300.00
24196	Alexander Warren	163	Peekskill, N. Y.	14	Tuberculosis	125.00
24197	Clas. E. Davis	215	Lafayette, Ind.	9	Drowning	300.00
24198	Mrs. Mary Eichlinger	231	Rochester, N. Y.	6	Tuberculosis	75.00
24199	Peter Moreh (dis)	258	Brooklyn, N. Y.	6	Accidental injuries	400.00
24200	Odon Nagy	309	New York, N. Y.	28	Intestinal obstruction	100.00
24201	Henry A. Strohm	440	Buffalo, N. Y.	1	Tuberculosis	200.00
24202	Joseph Harnet	1784	Chicago, Ill.	1	Suicide	300.00
24203	Mrs. Mary G. Snyder	9	Buffalo, N. Y.	8	Heart trouble	50.00
24204	Louis Chelfretz	43	Hartford, Conn.	4	Valvular heart disease	300.00
24205	Michael Bagge	141	Chicago, Ill.	7	Apoplexy	75.00
24206	Wm. Kirkland	141	Chicago, Ill.	6	Diabetes	300.00
24207	Henry Heln	141	Chicago, Ill.	4	Bullet wound	200.00
24208	Marlin J. Kaiser	167	Elizabeth, N. J.	4	Cancer	200.00
24209	Benjamin H. Davis	263	Rerwick, Pa.	9	Pneumonia	75.00
24210	Mrs. Ottilia Weltzel	533	New York, N. Y.	15	Nephritis	75.00
24211	Charles Erbecek	806	Pacific Grove, Cal.	12	Cerebral hemorrhage	125.00
24212	James Williams	1668	Buffalo, N. Y.	11	Tracoma	75.00
24213	Charles F. Sargent	1784	Buffalo, N. Y.	10	Nephritis	125.00
24214	Ludwig Stender	1824	Chicago, Ill.	30	Pistolshot wound of head	300.00
24215	Charles W. Coatsware	29	Boston, Mass.	12	Pulmonary congestion	300.00
24216	James Shortt	99	Baltimore, Md.	26	Nephritis	300.00
24217	Mrs. Rose Durocher	131	Cohoes, N. Y.	9	Nephritis	75.00
24218	Peter Leenhouts	211	Seattle, Wash.	9	Carcinoma	75.00
24219	Mrs. Louisa Schmidt	1021	N. S. Pittsburgh, Pa.	17	Carcinoma	75.00
24220	J. B. Turcotte (dis)	1021	New Bedford, Mass.	1	Accidental injuries	400.00
24221	Edward Polrter	1447	New Bedford, Mass.	8	Accidental injuries	400.00
24222	John C. Scheder	1747	Milwaukee, Wis.	5	Cirrhosis of liver	300.00
24223	John D. Mulroy	1940	New York, N. Y.	5	Myocarditis	300.00
24224	Adam Waryznak	416	Toledo, Ohio	5	Tuberculosis	300.00
24225	B. H. Lecompte (bat)	242	Chicago, Ill.	2	Phthisis pulmonalis	100.00
24226	Mrs. Hannah Stepen	242	Chicago, Ill.	11	Phthisis pulmonalis	75.00
24227	Leonard Keldel (dis)	47	Chicago, Ill.	15	Peritonitis	400.00
24228	Geo. P. Quinn	171	St. Louis, Mo.	9	Accidental injuries	75.00
24229	Mrs. Rose Berndsen	1002	Youngstown, Ohio	13	Tuberculosis	300.00
24230	Mike Babyak	1786	Chicmnati, Ohio	7	Phthisis pulmonalis	75.00
24231	Mrs. Bertha A. Oleinius	58	Chicago, Ill.	2	Lobar pneumonia	200.00
				6	Peritonitis	75.00

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CLAIMS PAID DURING MAY, 1915—Continued

Claim No.	Name of deceased or disabled.	Union.	City.	Membership. Yrs. Mos.	Cause of death or disability.	Amount Paid.
24232	Ben F. Walters	73	St. Louis, Mo.	11	Tuberculosis	300.00
24233	Mrs. Johanna M. Johnson	100	Muskegon, Mich.	15	Old age	75.00
24234	Henry J. Webb	100	Muskegon, Mich.	15	Senility	200.00
24235	J. H. Kilgore	198	Dallas, Texas	15	Meningitis	300.00
24236	John Rist (dis)	513	New York, N. Y.	32	Accidental injuries	400.00
24237	Frederick W. Lavine	683	Burlington, Vt.	11	Apoplexy	125.00
24238	C. C. Beedle	916	Anurag, Ill.	13	Cerebral hemorrhage	125.00
24239	T. J. Morris	1049	Poplar Bluffs, Mo.	12	Dropsy	300.00
24240	Mrs. Sarah A. Lucia	257	St. Louis, Mo.	24	Mitral insufficiency	75.00
24241	John Altrift (dis)	387	New York, N. Y.	8	Accidental injuries	400.00
24242	C. E. Hanell	1	Chicago, Ill.	4	Diabetes mellitus	200.00
24243	Mrs. Albertina Walquist	7	Minneapolis, Minn.	17	Cerebral embolism	75.00
24244	Thomas H. Murray	8	Philadelphia, Pa.	13	Lobar pneumonia	300.00
24245	George F. Mero	22	San Francisco, Cal.	2	Cirrhosis of liver	50.00
24246	Herbert A. Hall (dis)	22	San Francisco, Cal.	1	Accidental injuries	100.00
24247	Mrs. Fannie Pomeranz	56	New York, N. Y.	9	Nephritis	50.00
24248	Mrs. Frances A. Grim	75	Indianapolis, Ind.	2	Dilatation of heart	50.00
24249	Thomas Fournier	97	New Britain, Conn.	7	Cirrhosis of liver	300.00
24250	Newton C. Coles	17	Pensacola, Fla.	15	Apoplexy	300.00
24251	Mrs. Harriet E. Hamberger	125	Utica, N. Y.	8	Myocarditis	75.00
24252	Geo. H. Jones	125	Utica, N. Y.	9	Pleuro pneumonia	300.00
24253	Mrs. Martha M. Booth	127	Utica, N. Y.	10	Pulmonary congestion	75.00
24254	Wm. Stare	132	Washington, D. C.	11	Paralysis	300.00
24255	Geo. Hawkins	141	Chicago, Ill.	13	Asphyxiation	125.00
24256	Mrs. Agnes Lima	182	Cleveland, Ohio	1	Tuberculosis	75.00
24257	J. M. Hoff	184	Salt Lake City, Utah	5	Uræmic convulsions	50.00
24258	Mrs. Mary E. LaMirande	192	Syracuse, N. Y.	13	Cerebral hemorrhage	75.00
24259	Henry Hesse	284	Erie, Pa.	2	Valvular heart disease	50.00
24260	Edgar Bell	302	Huntington, W. Va.	15	Nephritis	300.00
24261	Mrs. Augusta Scharfenberg	303	Detroit, Mich.	3	Cancer of right lung	75.00
24262	Emerich Juhag	309	New York, N. Y.	10	Endocarditis	300.00
24263	George Hagelock	333	New York, N. Y.	9	Cardioma of liver	125.00
24264	H. E. Wagner	342	Pawtucket, R. I.	2	Fracture of skull	300.00
24265	Mrs. Zephirina Brillion	351	Northampton, Mass.	15	Endocarditis	75.00
24266	Mrs. Victoria Morin	360	Galesburg, Ill.	3	Dilatation of heart	75.00
24267	Mrs. Clara Duval	595	Lynn, Mass.	8	Septicæmia	75.00
24268	Abraham Applebaum	595	Lynn, Mass.	4	Tricuspid insufficiency	200.00
24269	Wm. E. James	639	Brooklyn, N. Y.	11	Fracture of skull	300.00
24270	Theodore C. Greene	643	Chicago, Ill.	3	Apoplexy	50.00
24271	Knute Olsen	772	Clinton, Iowa	15	Growth in lower bowels	75.00
24272	C. F. Edie	1286	El Centro, Cal.	5	Pericarditis	300.00
24273	Asmund Nelson	1347	Brooklyn, N. Y.	4	Pulmonary phthisis	200.00
24274	Wm. H. Weaver	1441	Canonsburg, Pa.	4	Cerebral hemorrhage	50.00
24275	Louis R. Walker	1484	Visalia, Cal.	9	Tuberculosis	300.00
24276	Harry F. Harmon	1667	Oakland, Cal.	10	Cirrhosis of liver	200.00

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24278	Charles H. Spencer	Palatka, Fla.	11	6½	Heart failure	200.00
24279	Mrs. Elizabeth Schlachta	Chicago, Ill.	3	4	Tuberculosis	75.00
24280	John Lundberg	Chicago, Ill.	12	11	Railroad accident	300.00
24281	Arend Janssen	Peoria, Ill.	5	11	Valvular lesion of heart	300.00
24282	Peter Grote	San Francisco, Cal.	8	1	Asphyxiation	300.00
24283	Oscar H. Rohn	Easton, Pa.	1	5½	Apoplexy	50.00
24284	Sam Jacobson	Austin, Texas	1	7	Hemorrhage	200.00
24285	Frank E. Hunsell	Norfolk, Va.	2	2	Septicæmia	200.00
24286	Wm. G. Furman	Nyack, N. Y.	12	9½	Nephritis	125.00
24287	John Kingsland	Passaic, N. J.	26	3	Pneumonia	300.00
24288	Wm. A. Hudson	La Crosse, Wis.	9	7	Cerebral hemorrhage	75.00
24289	W. E. Phillips	Bartlesville, Okla.	4	3	Dilatation of heart	200.00
24290	Erns A. Anderson	Perth Amboy, N. J.	9	9	Carcinoma of stomach	300.00
24291	Henry Harter	Chicago, Ill.	15	4	Diabetes	300.00
24292	Mrs. Anna Naushaupt	Chicago, Ill.	2	9	Suicide	50.00
24293	John J. Leppin	Steubenville, Ohio	18	10	Cerebral hemorrhage	300.00
24294	Henry Spellbrink	Cincinnati, Ohio	23	6	Nephritis	300.00
24295	Bailey Fertig	St. Louis, Mo.	3	11	Tuberculosis	300.00
24296	Ely Novack	Chelsea, Mass.	15	5	Gangrene of lung	200.00
24297	James G. Johnson	San Francisco, Cal.	2	11	Heart trouble	300.00
24298	Wm. L. Schlegel	San Francisco, Cal.	15	5	Appendicitis	300.00
24299	Mrs. Rose E. Randall	Warsaw, Ind.	7	11	Tuberculosis	75.00
24300	Michael L. Becker	Boston, Mass.	7	5	Acute dilatation of heart	50.00
24301	Mrs. Olive Owens	Henryetta, Okla.	1	11	Septicæmia	50.00
24302	Wm. F. Dalton	Boston, Mass.	12	7	Carcinoma	300.00
24303	Mrs. Clara G. Shank	Dayton, Ohio	2	10	Nephritis	50.00
24304	James M. Benefield	San Jose, Cal.	11	5	Gunshot wound	300.00
24305	Harvey Bundy	Cleveland, Ohio	2	2	Nephritis	50.00
24306	W. C. Croft	Elm Grove, W. Va.	5	8	Bright's disease	100.00
24307	Edward Miner	Cincinnati, Ohio	10	2	Dementia paralytica	173 35
24308	Joseph Claude (bal)	St. Anne de Bellevue, Can.	11	9	Cancer	175.00
24309	Chas. W. Satterfield	Bellaire, Ohio	16	3	Paralysis	50.00
24310	John Lisy	Cleveland, Ohio	14	4	Cirrhosis of liver	300.00
24311	Mrs. Juliet Foster	White Plains, N. Y.	12	4	Myocarditis	75.00
24312	Amos H. Bassler	Lancaster, Pa.	5	5	Bullet wound in head	300.00
24313	B. N. Norford	Kansas City, Mo.	12	5	Tuberculosis	300.00
24314	Henry Keeley	Indianapolis, Ind.	25	8	Cerebral hemorrhage	300.00
24315	Mrs. Pina B. Frizell	St. Joseph, Mo.	8	8	Fracture of skull	75.00
24316	Christ H. Perchou	Elizabeth, N. J.	22	8	Renal asthma	300.00
24317	Hans C. Jensen	Mt. Vernon, N. Y.	9	2	Carcinoma larynx	75.00
24318	Edward Neff	Gary, Ind.	2	7	Diabetes mellitus	200.00
24319	Mrs. Joanna Beedle	Braintree, Mass.	13	3	Nephritis	75.00
24320	A. B. Lefebure	Chicago, Ill.	8	10	Apoplexy	75.00
24321	Elbert Arnold (dis)	Seattle, Wash.	13	10	Accidental injuries	400.00
24322	Mrs. Eva Ampleman	Quebec, Que. Can.	3	7	Pneumonia	25.00
24323	Mrs. Ella Iverson	Seattle, Wash.	3	5	Tuberculosis	75.00
24324	Clark Richtmeyer	Schenectady, N. Y.	2	11	Cancer	50.00
24325	Ernest Plotte	Tetaraerville, Que. Can.	8	5½	Meningitis	300.00
24326	James Kelly	Minneapolis, Minn.	16	3	Apoplexy	75.00
24327	Mrs. Catherine Butler	Chicago, Ill.	23	6	Nephritis	125.00
24328	C. H. Grant	Missoula, Mont.	18	11	Arterio-sclerosis	75.00
24329	Mrs. Rosa McBride	Nashville, Tenn.	7	10	Suicide	25.00
24330	Chas. Gustafson	Chicago, Ill.	6	10	Carcinoma	300.00
24331	F. M. Dennis	Brooklyn, N. Y.	11	8	Diabetes mellitus	300.00
24332	Geo. F. Berryhill	Ensey, Ala.	15	6	Pneumonia	300.00
24333	W. J. Hart	Wilmington, N. C.	13	5	Nephritis	300.00

The Carpenter

CLAIMS PAID DURING MAY, 1915—Continued

Claim No.	Name of deceased or disabled.	Union.	City.	Membership. Yrs. Mos.	Cause of death or disability	Amount Paid.
24324	L. Van Cleef Martin	750	Asbury Park, N. J.	18	Rheumatic endocarditis	300.00
24325	James Feltner (dis).	1239	Richburg, Mass.	3	Accidental injuries	400.00
24326	Frank Fisher	1712	Bicknell, Ind.	3	Cardiac dilatation	100.00
24327	John M. Scott	12	Brooklyn, N. Y.	14	Apoplexy	124.25
24328	Weselin Bollweber	387	New York, N. Y.	15	Fracture of skull	300.00
24329	John E. Hartz	924	Manchester, Mass.	13	Apoplexy	125.00
24330	Mrs. Emily E. Demont	443	Chelsea, Mass.	14	Senility	75.00
24331	Mrs. Mary E. Haney	61	Kansas City, Mo.	18	Heart disease	75.00
24332	Mrs. Mary Ziegler	120	Newark, N. J.	10	Tuberculosis	75.00
24333	Wm. H. Sandel	492	Reading, Pa.	15	Lobar pneumonia	125.00
24334	Chas. Bubltz	522	Milwaukee, Wis.	23	Tuberculosis	300.00
24335	Henry Anderson (dis)	1	Chicago, Ill.	15	Accidental injuries	400.00
24336	John Chalmers	8	Philadelphia, Pa.	23	Locomotor ataxia	300.00
24337	C. J. Johnson	124	Bradford, Pa.	15	Heart trouble	75.00
24338	Knud Rothe	181	Chicago, Ill.	5	Septicopyemia	300.00
24339	Hugh McKinnon	386	Dorchester, Mass.	5	Ulcer of stomach	300.00
24340	Casimierz Thos. Sobkowiak	879	Elmira, N. Y.	11	Tuberculosis	300.00
24351	Mrs. Inga B. Anderson	1456	New York, N. Y.	16	Carcinoma of uterus	75.00
24352	T. W. McBryant (dis)	1847	Savannah, Ga.	4	Accidental injuries	300.00
24353	Gust Outiling	68	Menomonee, Wis.	14	Diabetes	300.00
24354	Mrs. Mary R. Salnave	1	Chicago, Ill.	2	Oedema of the lungs	75.00
24355	Mrs. Anna Kolb	1	Chicago, Ill.	12	Diabetes mellitus	75.00
24356	Mrs. Mary A. Doyle	22	San Francisco, Cal.	31	Carcinoma of rectum	75.00
24357	Geo. Agnew	26	San Francisco, Cal.	7	Tuberculosis	300.00
24358	Geo. A. Thompson	26	Syracuse, N. Y.	4	Cerebral hemorrhage	50.00
24359	G. P. Watson	62	Chicago, Ill.	3	Peritonitis	300.00
24360	J. S. Alderman	171	Youngstown, Ohio	13	Angina pectoris	200.00
24361	Barnet McFarlin	188	Milwaukee, Wis.	10	Railroad accident	125.00
24362	W. N. Taylor	208	Ft. Worth, Texas	3	Dilatation of heart	300.00
24363	Mrs. Thille Link	242	Chicago, Ill.	5	Hemorrhage	75.00
24364	Mrs. Mary F. Klage	271	Chicago, Ill.	7	Tuberculosis	75.00
24365	Joseph Stolba	324	Woodside, N. Y.	4	Nephritis	200.00
24366	Theodore Reitze	375	New York, N. Y.	14	Fracture of skull	300.00
24367	Robert Kiferer	413	South Bend, Ind.	4	Nephritis	200.00
24368	Wm. H. Russell	4	Cardmore, Pa.	4	Heart trouble	300.00
24369	A. C. Kern	465	Colorado Springs, Colo.	1	Pneumonia	50.00
24370	Wm. Malone	515	Little Falls, N. Y.	15	Cerebral hemorrhage	300.00
24371	James H. Fisher	591	Hammond, Ind.	3	Enlargement of liver	125.00
24372	James W. Coulter	599	Brooklyn, Mass.	19	Valvular heart disease	300.00
24373	Mrs. Anna Pomsel	624	Cincinnati, Ohio	7	Tuberculosis	300.00
24374	Anthony Willenbrink	664	Lockland, Ohio	13	Tuberculosis	75.00
24375	Frank Filipkiewicz	703	Newark, N. J.	5	Aneurism of the aorta	75.00
24376	Wm. Barry	723	San Francisco, Cal.	5	Tuberculosis	300.00
24377	Chas. A. Carr	759	Marissa, Ill.	11	Arterio sclerosis	300.00
24378	Dosith Mongeau	789	Glen Cove, L. I., N. Y.	1	Heart failure	75.00
24379	Geo. O. Perkins	1093	Nahant, Mass.	9	Anoplexy	300.00
24379		1324		10	Dilatation of heart	125.00

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24380	Charles Inauehy	1367	Chicago, Ill.	4	9	Tuberculosis	200.00
24381	Mrs. Leah Sundler	1367	Chicago, Ill.	4	6	Pulmonary oedema	75.00
24382	Mrs. Ida Lelmo	1367	Chicago, Ill.	3	1 $\frac{1}{2}$	Tuberculosis	200.00
24383	Joseph Campbell	1367	Chicago, Ill.	2	8	Tuberculosis	75.00
24384	Emil Kiewer	1367	Chicago, Ill.	7	9	Nephritis	300.00
24385	Augustin Denis	1639	Manchester, N. H.	6	5	Pulmonary phthisis	50.00
24386	Mrs. Lydia A. Adams	1704	Atlantic City, N. J.	6	5	Endocarditis	200.00
24387	Bert Burnquist	131	Seattle, Wash.	1	10	Tuberculosis	200.00
24388	Guy Phelps	11	Cleveland, Ohio	3	11	Accidental injuries	400.00
24389	Thomas Barrowclough	223	Fall River, Mass.	4	1	Accidental injuries	300.00
24390	Albert C. Foltz (dis)	340	Hagerstown, Md.	9	4	Sugar diabetes	200.00
24391	Emil Carlson	757	S. Manchester, Conn.	14	2	Nephritis	300.00
24392	Alonzo D. Long	436	Winmerding, Pa.	14	5 $\frac{1}{2}$	Bright's disease	50.00
24393	Wesley E. Cross	1095	Orange, Texas	1			

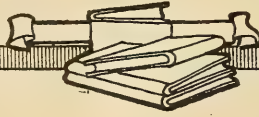
\$39,522.60

Full beneficial claims	\$28,272.60
Semi-beneficial claims	3,400.00
Wife claims	3,450.00
Disability claims	4,400.00
	\$39,522.60

DISAPPROVED CLAIMS FOR MAY, 1915

Claim No.	Name of deceased or disabled.	Union.	City.	Membership. Yrs. Mos.	Cause of Disapproval.	Amount Claimed.
2700	John Dooling (dis)	1945	Westport, Conn.	1	Three months' arrears	\$100.00
2701	Mrs. Ida Sallman	58	Chicago, Ill.	9	Sick when admitted	75.00
2702	Iona M. Otsot	1795	Mishawaka, Ind.	8	Three months' arrears	75.00
2703	Wm. Dickow	1443	Englewood, N. J.	3	Suspended—6 months' arrears	50.00
2704	Chas. Alderman	268	Sharon, Pa.	15	Suspended—6 months' arrears	300.00
2705	E. J. Donohue	247	Brooklyn, N. Y.	5	Three months' arrears	200.00
2706	Sabina Knittel	309	New York, N. Y.	1	Sick when admitted	50.00
2707	Gert Hartman	277	Philadelphia, Pa.	7 $\frac{1}{2}$	Sick when admitted	25.00
2708	Lillie Simpson	483	San Francisco, Cal.	1	Alcoholism	50.00
2709	Allen Smith	261	Scranton, Pa.	13	Three months' arrears	300.00
2710	Jac. Jacobson	570	Gardner, Mass.	8	Three months' arrears	300.00
2711	Rob. Terhune (dis)	938	W. Roxbury, Mass.	12	Not result of accident	400.00
2713	Herman Peterson	917	Astoria, Ore.	16	Three months' arrears	300.00
2714	Sam Rocheleau	494	Windsor, Ont., Can.	2	Three months' arrears	200.00

Directory of Business Agents



- Aberdeen, Wash.—R. B. Ellis, 512 Burleigh av.
Akron, O.—R. F. Booth, 32 N. Main st.
Albany, N. Y.—Thos. Gilmore, Room 21, Beaver Block.
Allentown, Pa.—Clarence Seaman, 21 N. Madison st.
Alliance, Neb.—Roy Wells.
Alton, Ill.—Roland Adams, 202 Pioneer Bldg.
Anadarko, Okla.—J. E. Wilson.
Annapolis, Md.—George E. Wooley, 8 West st.
Annmore, Okla.—D. N. Ferguson, Box 522.
Asbury Park, N. J.—David F. Gant, Bradley Beach, N. J.
Asheville, N. C.—A. L. Henry, R. F. D. 3.
Atlanta, Ga.—E. L. Ficken, 220 Brown and Randolph Bldg.
Atlantic City, N. J.—Frederick Scheideman, 307 N. Massachusetts ave.
Auburn, Ill.—J. E. Higgins.
Augusta, Ga.—J. W. Johnson, 1906 Greene st.
Augusta, Me., Waterville and Vicinity—T. M. Rollins, 18 Cushman st., Augusta, Me.
Aurora, Ill.—Edward F. Ream, 77-79 Fox st.
Ausable Forks, N. Y.—Hiram Jacques.
Bakersfield, Cal.—J. C. Harter, Labor Temple.
Baltimore, Md.—L. U. 329, Eugene Sullivan, 15 E. Haywood ave., Pimlico, Md.; L. U. 29, Frank G. Simmons, Border State Bank Bldg., Park ave. and Fayette st.
Barre, Vt.—C. R. Hall.
Bartlesville, Okla.—S. F. Wray.
Batavia, N. Y.—Frank Roberts, 1 Holland ave.
Battle Creek, Mich.—Wm. Cartridge, 316 Kale-zoo st.
Bay City, Mich.—Wm. B. Gust, 303 Fillmore pl.
Beardstown, Ill.—Hy Thornsby, 801 E. 4th st.
Beaver, Pa.—D. S. Leighty.
Belmar, N. J.—Harry Redmond, Box 245.
Bergen County, N. J.—John D. Carrlock, 388 Ridgewood ave., Ridgewood, N. J.
Billings, Mont.—C. S. Buck, Labor Union Hall.
Binghamton, N. Y.—Jerry Ryan, 77 State st.
Birmingham, Ala.—R. E. L. Connolly, Room 455, Hood Bldg.
Boston, Mass., D. C.—A. J. Howlett, 30 Hanover st.; L. U. 33, J. T. White, 30 Hanover st.; L. U. 1096, John McNeil, 1 Hopkins Pl., Mattapan, Mass.; L. U. 1393 (Wharf and Bridge), John Morgan, 30 Hanover st.; L. U. 1410 (Shop and Mill), Simpson Booth, 30 Hanover st.; L. U. 1824 (Cabinetmakers and Mill), E. Thulin, 30 Hanover st.; L. U. 954 (Hebrew), M. Goodman, 30 Hanover st.; L. U. 386, Dorchester, Mass.; L. U. 272, Bowden st., Dorchester, Mass.; L. U. 67, Roxbury, John M. Devline, 16 Woodville Pk., Roxbury, Mass.; L. U. 443, Chelsea, Chas. Noel, 86 Grove st., Chelsea, Mass.; L. U. 937 (Hebrew), Chelsea, Kalman Disler, 66 Essex st., Chelsea, Mass.; L. U.'s 441 and 1653, Cambridge and 629, Somerville, P. J. Slowe, 90 Norfolk st., Cambridge, Mass.; L. U. 438, Brookline, W. H. Walsh, 166 Washington st., Brookline, Mass.; L. U. 218, East Boston, C. H. Morrison, 16 Pope st., East Boston, Mass.
Brainerd, Minn.—P. W. Bidwell, 616 Oak st.
Branford, Conn.—John Knopwood, Short Beach.
Bridgeport, Conn.—M. L. Kane, 1484 Park ave.
Bristol, Conn.—J. W. Greno, 84 Grove st.
Brocton, Mass.—Walter Pratt, 308 Marston Bldg., 28 Main st.
Buffalo, N. Y.—Vincent Roth, 12-14 Eagle st.; Frank J. Fischer, 12-14 Eagle st.
Calgary, Alta., Can.—James Rae, Box 2331.
Cambridge, Mass.—P. J. Slowe, 90 Norfolk st.
Canton, Ill.—E. P. Sherman, 45 E. Vine st.
Canton, Ohio—A. M. Young, 934 Marion ave., S. W.
Cedar Rapids, Ia.—D. A. Leanard, 19 Jim Bk.
Central City, Ky.—C. L. Craig.
Charlotte, N. C.—C. W. Brown, P. O. Box 28.
Chicago, Ill.—John A. Metz, president; Daniel Galvin, sec.-treas.; Wm. T. White, J. C. Johnson, F. C. Bromley, business agents of the district; No. 1, Albert F. Schultz; No. 10 W. S. Deuel; No. 13, Thos. F. Flynn; No. 54, Peter Mraz; No. 58, Simon Charles Grassl; No. 62, P. J. Granberg; No. 80, W. Brims; No. 141, A. Anderson; No. 181, Thos. F. Church; No. 199, J. C. Grantham; No. 242, George Proskaski; No. 272 (Chicago Heights), James Goodman; No. 416, F. C. Lemke; No. 434, John H. De Young; No. 521 (stairs), W. J. Mahoney; Nos. 448, 461, 250, 1727, North Shore Local Unions, M. L. Baade; No. 504, Wm. Watson; No. 643 (ship carpenters), E. Leubke; No. 1128, H. Brok-hope; No. 1307, R. E. Huffman; No. 1698 (millwrights), John Oliver, Millmen; No. 341, Adam Kurowski, 2034 N. Wood st.; No. 1367, Jos. Dusek; No. 1784, Gustave Stange; No. 1922, Geo. Orris. Address of all officers and business agents: Carpenters' Hall, 73 W. Randolph st.
Cincinnati, O.—W. E. Brown, 1228-30 Walnut st.; Frank Imwalle, 1228 Walnut st.; Wm. Reinke, sec. D. C., 1228-30 Walnut st.
Clarksville, Ark.—J. H. Cline.
Cleveland, O.—Walter J. Mapes, secretary; Thos. Payne, Harry Hamilton and Gustav Schroeder. Address of all, 337 Superior ave., N. W.
Clinton, Ia.—Clause Rief, 331 14th ave.
Columbia, Mo.—J. McKenzie, 1121 Miner Bldg.
Columbus, Ind.—R. L. Wheate, 333 Kinman st. (Columbus, East).
Columbus, O.—C. B. Rader, Room 126, 261 S. High st.
Corsicana, Tex.—W. B. Conner, Box 447.
Coshocton, O.—Wm. Schumacher, 1145 E. Main street.
Council Bluffs, Ia.—A. A. Whitlock, 201 S. First st.
Covington, Ky.—C. C. Skirvin, 483 W. 2d st.
Cullman, Ala.—Arch Maples.
Dallas, Tex., D. C.—R. M. Means, Box 372.
Danbury, Conn.—Marton B. Mabie, 19 Smith street.
Dayton, O.—L. E. Nysewander, Room 1, 25 N. Main st.
Decatur, Ill.—Geo. Doolen.
Denison, Tex.—J. M. Davis, 420 W. Texas st.
Denver, Colo.—No. 55, W. H. Marker, 1947 Stout st.; No. 1874, W. L. Fowler, 4441 Utica street.
Derby, Conn.—Wm. Casey, 133 Atwater ave.
Des Moines, Ia.—J. F. Gray, Trades Assembly Hall, 8th and Locust.
Detroit, Mich.—G. R. Alexander, 162 Randolph street.
Dodge City, Kan.—J. G. Sidlow.
Dorchester, Mass.—Jas. E. Eaton, 274 Beach st., Wollaston, Mass.
Duluth, Minn.—N. Olson, 1905 W. 4th st.
Dyersburg, Tenn.—J. W. Todd.
East Palestine, O.—George H. Alcorn.
East St. Louis, Ill.—Geo. Tuthill, 418 Collins-ville ave.
Edmonton, Alta., Can.—J. Francis, Mechanics' Hall.
Elizabeth, N. J.—J. T. Cosgrove, 605 Elizabeth avenue.
Elmira, N. Y.—Grant Nelson, 311 West ave.

The Carpenter



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| <input type="checkbox"/> Architectural Draftsman | <input type="checkbox"/> Heating and Ventilation |
| <input type="checkbox"/> Building Contractor | <input type="checkbox"/> Plumbing Inspector |
| <input type="checkbox"/> Building Foreman | <input type="checkbox"/> Mechanical Engineer |
| <input type="checkbox"/> Estimating | <input type="checkbox"/> Civil Engineer |
| <input type="checkbox"/> Structural Engineer | <input type="checkbox"/> Surveying and Mapping |
| <input type="checkbox"/> Structural Draftsman | <input type="checkbox"/> Automobile Running |
| <input type="checkbox"/> Concrete Construction | <input type="checkbox"/> Motor Boat Running |
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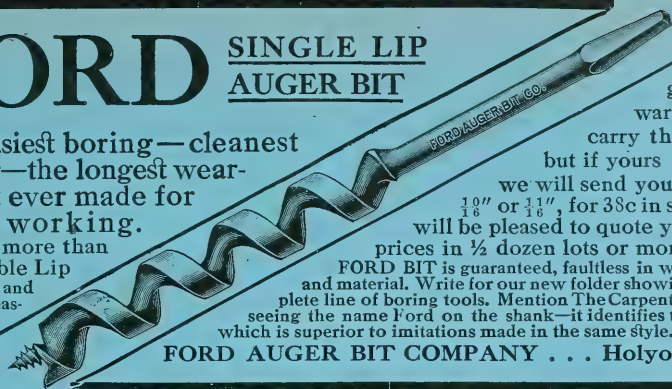
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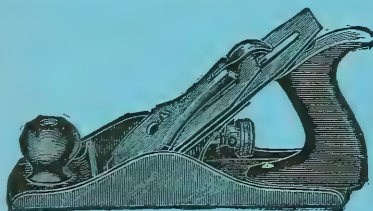
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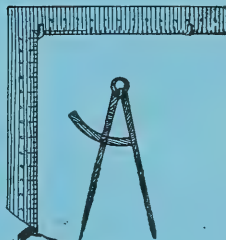
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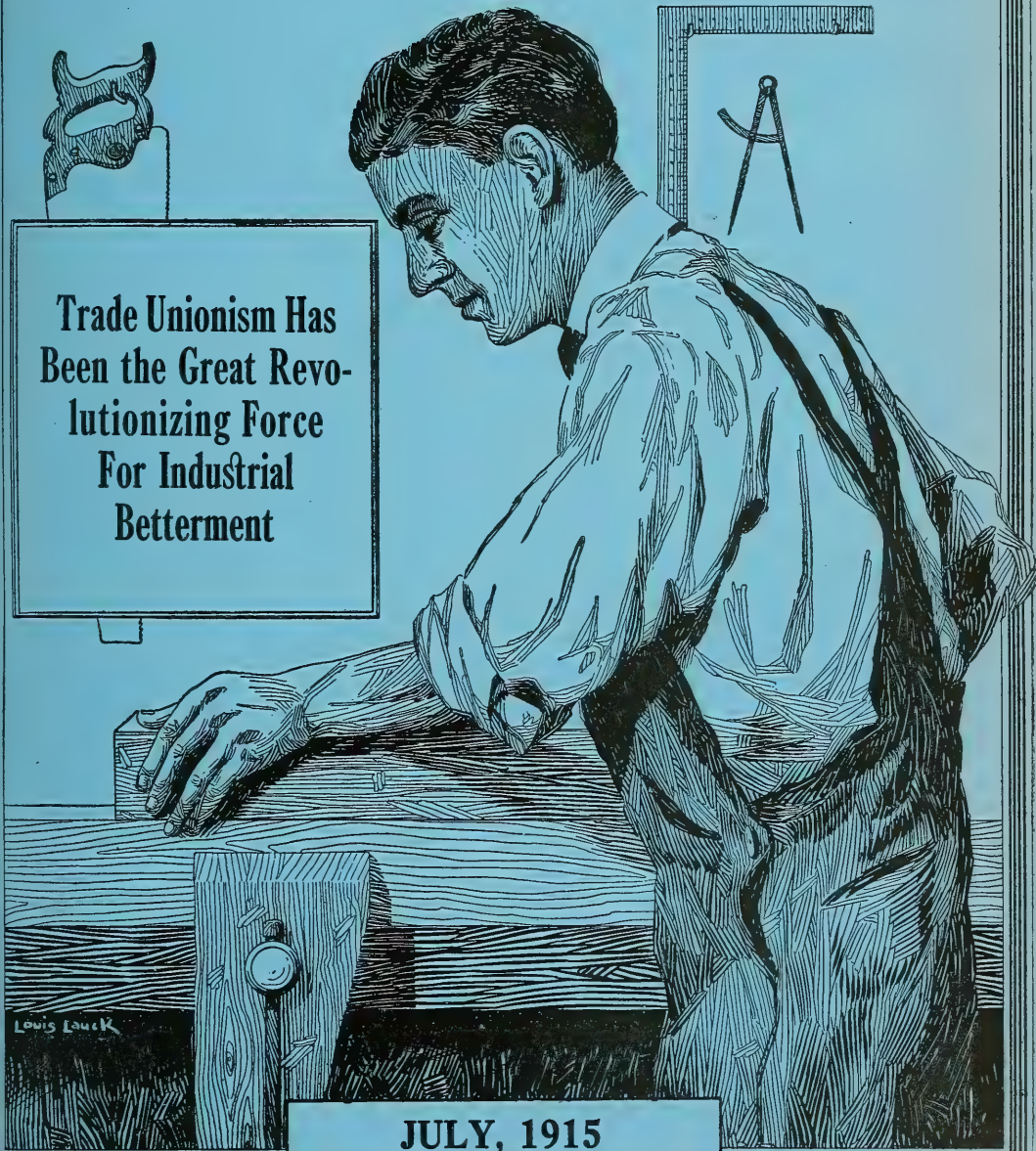
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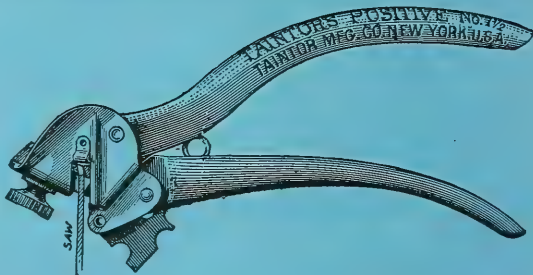
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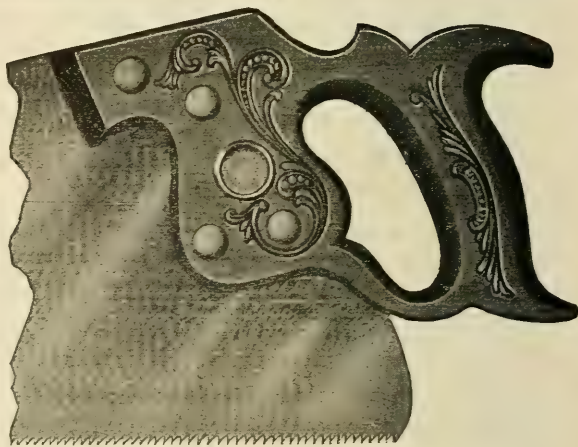
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Yours Sincerely
James Kirby

The Carpenter

THE FALLACY OF LOW DUES.

(By Frank Duffy.)



WHEN trade is brisk and times are good workmen naturally expect an increase in wages and desire better working conditions. They feel they are entitled to these things but they know they must belong to the great army of organized workers to get them so they rush headlong into the trade union of their craft or calling, and where such do not exist, they organize, with the one object in view of gaining their demands.

Without preparation beforehand, without forethought and without funds they enter into strikes to enforce these demands and when the union does not or cannot support them, out they go and become its irreconcilable enemies. They usually attribute their failure to lack of interest, lack of unity, lack of co-operation and lack of help when in reality their failure was due to themselves alone. They had no financial **cement** to hold them together.

In some odd instances where they were successful they thought the union was all-powerful and that it could look after and take care of their interests without much obligation on their part. They became indifferent, remained away from the meetings and finally dropped out altogether. There was no particular interest for them in the organization, they had but little at stake and had practically nothing to lose. Their dues were low; what they wanted were results in their favor, and when these did not materialize, goodbye to the organization. Those who did remain with the union voted down higher dues every time that question came up for consideration and so their **heritage** was an **empty treasury**. But bye and bye, along came dull times, stagnation in business; perhaps, a panic resulting in a reduction in wages. The men could not withstand it. They struck just the same, but without the sinews of war the fight was a difficult one. Out went a call to other unions for financial aid.

Funds came in slowly. The men became disheartened and discouraged and eventually surrendered, glad to go back to work at any price, finding fault bitterly with those who did not assist them. That was the end of the union.

Has not this been the experience of every union with low dues? Has not this been the history of American Trade Unionism? Has not the path of organized labor been strewn with these wrecks in the past? Look the matter up and you will find that we are correct.

Higher dues do not keep men away from their union meetings; the more a man invests the more interest he takes. He attends the meetings regularly, takes an active part in them and sees that business is conducted in a business-like manner, and not in slipshod fashion.

There is something in the union with high dues to keep its members from backsliding. Such a union is able to meet its obligations, fulfill its pledges, redeem its promises, pay benefits promptly and protect its members from the onslaught of the enemy. Everyone becomes interested in it; the employers respect it and hesitate from entering into conflicts with it. This minimizes strikes and lockouts.

The Cigar Makers, the Printers, the Iron Molders, the Granite Cutters, the Carpenters, the Barbers, the Street Carmen, the Railroad Brotherhoods and several other trades have reached a standard of high dues and a well organized system of high benefits. Each succeeding year it is hoped this list will grow until every labor organization on the North American Continent is doing likewise.

Working men with empty pockets, empty stomachs, no means of support in view, even when organized, have little influence at any time, anywhere, with anyone.

Take heed, prepare for the rainy day, a good treasury is a bulwark of defense; without it failure stares you in the face!

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THE WORKERS' DILEMMA.

(By E. H. Neal.)



ADVISE is cheap. Almost any person can obtain it free of cost from anybody at any time—except from a professional man, a lawyer, for instance. The reason we cannot obtain advice free from the legal fraternity is because they have the “closed shop” and are in a position to dictate their own terms; they must belong to the union or they can’t practice law, and the funny part of it is that lawyers defending trades unions and those fighting them all belong to the same lodge—the Bar Association.

Much unfair criticism has been directed against the supposed restrictions with which trades unions surround their apprentice system, and many profess to be shocked to hear that boys are not permitted to learn a trade; when, as a matter of fact, the unions are doing their best to safeguard the interests of apprentices by placing the limit at one apprentice to every eight or ten mechanics, and are doing this to insure a thorough training of which the boy can avail himself when he has ultimately to shift for himself. The national officers of our organization have been working upon this problem for years, but as we were dubbed but recently “mere animated machines”—and machines can’t think—we must perforce respond to the guiding hand of our advisors.

The Long Island Railroad says “Stop—Look—Listen,” so let us listen to Mr. John R. Dos Passos in the New York Times of January 4th, 1914. Referring to the admission of law students to the New York courts, he says: “And with the special aid of the Appellate Division of the First Department, the Court of Appeals made rules which became effective on July 1st, 1912, and which lengthened the term of apprenticeship of law students to four years, when not college graduates, and also required a full year of actual service in the office

of a practicing lawyer. * * * In a word, the existing rules of the Court of Appeals and of the Appellate Division as they are now administered render it more difficult for an individual to be admitted to the bar of the State of New York than any other state in the Union.”

If we built such a stone wall around our organization as the lawyers do around theirs, a howl would go up like the wail of a lost soul. Of course, these restrictions are good, and Dr. Nicholas Murray Butler, of Columbia University, was not unjust when he referred to the indiscriminate admission of young, half-trained lawyers as a “public nuisance and a public danger.” While law is vital to government administration, the proper method of constructing buildings is vital to public welfare, and we are well within our rights in restricting the number of apprentices. If we were not, many of them would develop into “public nuisances and public dangers,” and even as “animated machines” we have the right to strive for the intellectual heights now occupied by our friends of the legal fraternity—the closed shop of the Bar Association.

If perchance, time and opportunity should present themselves and I took up the study of law, worked hard night after night for years and then presented myself for admission to the bar and failed to meet all the requirements, I would be rejected and it would be all right. If I worked night after night to perfect myself in knowledge of the craft of my choosing and presented myself to the trade union for admission and was rejected—it’s all wrong? Why? Isn’t it too bad that we have failed to reach that state of mental perfection which would obviate the necessity of asking fool questions? If a new-fangled door with a new-fangled hinge appears in the industrial field, we’ve got to hang it and we’ve got to do the job skillfully. We can’t

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go back to the days beyond recall and see how some one else did it.

Judges do that kind of things. If we have to go to court for balking at being put out of business by the product of child labor, the judge, in his infinite wisdom, harks back to the dark ages to see how old Judge Sliverwitz decided a case of like character and acts accordingly. Once in a while we find a judge who gives us a square deal and we say: "That's good," while the other fellow replies: "It's a calamity."

What's the answer?

I've often thought that I'd like to put this matter up to my friend Casey, and I've no doubt he could tell all about it. Recently he said:

"Eddie, the law is a funny thing. Once there was a guy who 'cornered' ice, and they do say that he was responsible for the death of many hundreds of babies in the city of New York, because the price was so high that poor people couldn't buy; but that was all right and strictly business. Later on he got to foolin' with the funds of some capitalists who trusted him, got caught at it, and was sent to jail. Ye see, 'twas no crime to kill babies, but it was a crime to use other folks' money for your own profit. While in the 'pen' he set up a song, 'O-oh, pardon me,' and Taft pardoned him. And here's the joke—John Lawson gets life for murder when everybody knows he did not commit murder, but the gang that's after him says: 'We gotta git somebody,' and they got him. Ye see, one was a capitalist, Lawson was a labor leader, and law is law."

I'll admit, I can't understand Casey's line of reasoning. He recently called

my attention to an editorial in "The Times," "Taft vs. Gompers," and said:

"I see they have a slam at Sam Parks, but Parks brought the Iron Workers up from a dollar and a button to four and a half a day, and if he milked anybody he milked thim that could stand it and put the Iron Workers in a position to buy ice if they had to have it, and that's goin' some."

"Ye see," he added gravely, Gompers and his kind have done something for humanity, and that's a blamed sight more than Taft and the Times ever did, and that's why they are knocking."

One day Casey was at my house and I set before him a picture of "Our Sam." "I'll tell you, Eddie, there is a great 'thought factory' underneath the half-thatched dome of that old skeezicks." And I said, "I've got you, Casey, I've got you."

I've often wondered if controllers of the anti-labor press realize that they, and thy alone, are the greatest breeders of anarchy and discontent in this land of ours. Working people are human; they have thoughts and aspirations and hopes just the same as those that accident of birth has accorded soft places. They want something better than that which they have, and the silly twaddle of "the sacredness of individual contract" as continually harped upon by the capitalistic press and as exemplified at Roosevelt, N. J., in Colorado, West Virginia, Michigan and many other places is but adding fuel to the flame already kindled in the minds of working men, which will some day destroy every vestige of social injustice and herald the dawn of a newer era in which humanity will reign supreme.

LABOR AND EDUCATION.



THE debt which popular education in this country owes to trade unionism is not recognized as widely as it should be, even by the great majority of the workers themselves. They know in a

general way that organized labor has whole-heartedly supported every effort made to democratize and deepen our educational system, but they do not fully realize that it has been a pioneer in the work, having, in fact, done more than any other component part of our

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citizenship to bring the means of enlightenment within the reach of all.

The American labor movement has steadfastly adhered to the ancient maxim, "educate that ye may become free." Far seeing leaders early sensed the need of the masses in this regard with the result that what was a burning passion in the days of the movement's infancy has become a settled policy today and the cause of labor has profited incalculably thereby. This was pointed out very clearly in an article which appeared in a recent issue of the Shoe Workers' Journal.

The organized labor movement of the United States, said the writer, has led the way out of the wilderness into the open light in many fields, but for none of its efforts does it deserve greater credit than for those exerted in favor of education for the great uncounted millions who plod their way through life unknown and unheralded.

The endeavors of the organized workers in the interest of broad and free education began almost with the birth of this republic, and have been continued up to the present moment unabated. President Gompers in his testimony before the Industrial Relations Commission in New York recently, clearly and tersely set forth organized labor's position in this regard. He said:

"It favors the enactment of further legislation for general education and particularly for vocational education in useful pursuits.

"It is not generally known that to the organized labor movement of Massachusetts belongs the credit of establishing public schools in Massachusetts and the general public school system as it has since developed. Prior to that time there were schools which children of poor parents could attend, but attendance at such schools carried with it the stigma of the poverty of the parents. Such poverty was a stigma then. The labor movement of Massachusetts secured the enactment of a law removing as a requirement for attendance at these schools that the parents of the children

must declare that they could not afford to pay for the tuition of their children. Thus came into existence the first public school in the United States.

"The American Federation of Labor has had for the past ten years a committee composed of many of its own representative men and women and a number of public educators acting for the American Federation of Labor, yet independent of it, that has worked out a system of vocational training for industries, agriculture and household economy. The report shows the relation between these vocations and civic duty. That report has been made a public document by the Senate of the United States."

But President Gompers need not have stopped here. The labor movement after seeing its policies in favor of public schools adopted by the entire country, began an agitation for the establishment of absolutely free schools, and held that no school could be said to be a free school which failed to furnish the necessary books to pupils without a pauper's oath, and thus started the system, which is still spreading throughout the nation, of furnishing text-books free to students without humiliation and annoyance.

Nor is this all the labor movement has done in the way of promoting opportunities for the poor and the humble in our midst to secure some degree of education and enlightenment. The most powerful factor working for the broadening of our state universities, the bringing of their equipment, facilities and instructors into closer touch with the great mass of the people who were unable to take advantage of the regular courses, was also the organized labor movement.

Always and everywhere has the organized worker been intensely interested in what ever might tend to disseminate knowledge among his fellows. In pursuing this policy he has not been confined to the narrow limitations of selfishness, though, of course, he has fully realized that the broader the field

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covered by knowledge and the more intelligent the mass of the people the better for him, yet frequently, very frequently, he has been called upon to make sacrifices in the interest of the general welfare, and never has he hesitated in yielding to the call. This because early in his trade union career the lesson of the brotherhood of man was thoroughly impressed upon him.

At the present time the movement for vocational education and occupational guidance is receiving the hearty and earnest support of the labor movement of the United States because the feeling is strong that there is need for some

such system in order that the youth of today may be able to embark upon an industrial career better equipped than might be the case without it, and in this policy there can be no selfishness and only a desire to do the best possible for those that are to follow.

In the field of education as well as in all other truly helpful fields, the organized worker not only pioneers, but continues the efforts until success is finally achieved.

The labor movement is, therefore, courted today as a powerful and persistent ally by all those who desire things done in the interest of humanity.

THE IMPORTANCE OF SIMPLE THINGS.

(By Warfield Webb.)



LIKE every other trade or profession, the carpentry trade has reached a higher sphere of activity today and the demands made upon the worker are in most instances sure to demand a large share of intelligent labor. Interior work, for example, has come to be viewed as a newer art in this way. The carpenter, in a measure, must be the equal of the cabinet maker, so exacting has the character of this work become. Take any branch of the trade and you will find that it demands the highest skill, if we are to have a job that is in keeping with present day standards.

Parquet floor laying is one phase of the industry that has made a newer demand upon the man who lays it. It is true that much of the material is made at the plants and comes ready to be placed on the subfloor, but more is demanded of the man who would lay it than simply placing it down and nailing the floor to the under structure. The field blocks are made and pasted on cloth material. These can be put in place with a nominal amount of labor, but the border work, the fitting of the corners, and the angles require more than commonplace handicraft.

The subfloor must be perfectly

smooth to make a good job and must be perfectly level as well. The fault one can sometimes find with parquet flooring is that the under or subfloor has been poorly laid or prepared for the upper material. The parquet floor is only an eighth of an inch in thickness. It is made of scraps of the best grades of mahogany, walnut, white and red oak, cypress, maple, birch, and other hardwoods. It has in a measure created a new industry. From insignificant bits of wood there has been evolved a wonderful number of styles and patterns, and the uses to which this stock is put makes it far more valuable to the manufacturer, the jobber, and the retailer, with regard to both lumber and supplies, than some are aware of, and its importance should be viewed with great concern.

There are today plants that are given over entirely to the manufacture of parquet flooring. It only consumes stock in most cases that would otherwise go to the scrap heap, and this is a factor that should make it even of greater value to the man who gives the subject any study. This stock is sometimes spoken of as wood carpet, and for that reason it can be found in some of the carpet stores. The manufacture is not a very simple process. The greatest care is demanded. Its very insig-

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nificance becomes its most important attribute and this should be understood by the man who lays it.

But this is only one of the many forms of high-class work that the intelligent carpenter is called upon to give his time and attention to, the work of his hands largely depending upon his intellectual powers in order to achieve the best results. If he is particular he will note that the better class of men are in greater demand each day. If he will study the cause for this it will soon occur to him that the reason is due to a desire on the part of architects and contractors, to seek only men who can cope with the newer developments in the trade and do their work in an efficient manner.

The laying of an ordinary floor now demands that it be done with more than ordinary care. It is the man who can do the commonplace things well that is eagerly sought. It is not the man who can work rapidly so much as the man who can work with a definite aim in view that is regarded as valuable and obtains continual employment. These things are fully understood by the wide-awake man. He does not use his knowledge aimlessly. He makes it count.

The question is not when and how soon a job can be completed by the intelligent and conscious worker; rather is it, how well it can be done, and what

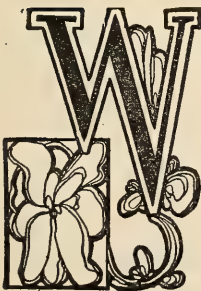
will his labors merit him? He climbs the ladder to fame, not because of any unjust claims, but simply from his own determination to win out.

He lays the parquet floor with as much care as he would complete the interior finish of the highest grade job. He does not undertake any labor that he will not be able to complete with the greatest credit to himself. He studies the intricate details of his industry. He gets at the science of his labor and sees a reason for everything that is not clear to him. This study and this application fits him for the higher grade jobs when they are placed before him. He can work with a vim and an intelligence that bring his services into continual demand.

There is no detail of the industry to-day that can be overlooked by the man who wishes to advance. He cannot afford to overlook the seeming trifles with the eye of a man who has attained the pinnacle of perfection and no longer needs to learn. The beginning of real wisdom is the time when we realize that we have learned only a limited portion of the things we should know. The efficient carpenter goes forward with confidence in himself and with a brain, and heart and hand attuned to obtain the best results in craftsmanship. He does this with a simplicity that wins admiration and his labor is worthy of being rewarded with returns ample for his efforts.

READING AN AID TO EFFICIENCY

(By John Upton.)



WE are too apt to close our books when we leave school and not open even one in after life to look for any useful information that we may need, thus neglecting stores of usable knowledge that lie right within our reach.

There are those who will tell us that

practical experience is much better than book knowledge. This is true, in a sense, but there are new problems coming up every day for the solution of which there is no actual experience at hand, and, unless someone has some way of finding out what is needed, the facts can only be guessed at.

We may not be called upon to solve such problems as are met with in the construction of the great buildings of our large cities, but we do find others, such, for instance, as getting the length of

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rafters, the strength of timbers, both actual and comparative, areas of surfaces, contents of bins, silos and cisterns. Practical experience may help in such cases if one has it, but what is really needed is a little book learning that we may perhaps have studied once and forgotten.

Young men, and the older ones, too, who are trying to better their conditions often need accurate information as to the best and most up-to-date method of doing certain work.

Not having experience themselves, they look for someone who has, but they often are unable to find the man who can and will tell them what they wish to know, and yet the required information can generally be found in some available book. Good books have helped many puzzled mechanics over hard places and enabled them to get a better knowledge of their trade, and as a result they have been ready to fill important positions when the time came.

We may well invest our leisure time in profitable reading, and an hour or two now and then will keep us in touch with the great strides made in the mechanical arts and the sciences.

Progressive men are always reaching out for new ideas, and a few good books, relating to your line of work, will be of great help to you. In fact, by whatever means you add to your knowledge of advanced methods of doing things you will be well repaid for any sacrifices you may have made to secure them.

If we need a doctor or a lawyer we do not look for one who depends on practical experience instead of books, for it might be that he would be getting some of his experience at our expense. There was a time when a man could start in a trade and pick it up as he went along without consulting books, but even if that were possible today it would not pay one to try it. The man who neglects to read is like one who closes his eyes in broad daylight and goes stumbling along in darkness.

Reading is the great open path by which one makes progress. The things which

any one person may see or come in touch with, in his own experiences, are limited and one of the principal ways in which one can broaden his mental horizon is through the medium of books. To get the most out of the time spent in reading them it is necessary, however, to have a definite purpose in view. In order to get a good understanding of a subject it is needful to specialize upon it for a time; that is, the most of one's reading should be along that line, and any points not understood should be referred to some competent authorities.

The importance of trade papers to the student is becoming more universally recognized to-day than ever before; so much so that they have become practically indispensable to their readers. They have come to fill a want in the industrial education of the workers, for they are in a position to impart useful technical information in a manner which could not be done in any other way. They help the studious worker because they are closely in touch with his individual interests and they touch upon all that relates to his particular trade.

The leading trade union publications realize this and have departments devoted to the elucidation of problems met with by workers in the trade. The craft problem section of *The Carpenter* is an example of this, and the sound information contained therein has doubtless been of the greatest practical value to numerous carpenters.

It seems, therefore, to be the duty of every worker to become interested in papers devoted to his trade, one that will give him the best, most reliable and modern methods of doing things. It will keep him abreast of the times and stimulate an interest in his occupation by showing him what others in his line are doing.

True Law

The triumph of true law assures the triumph of reason, and the society which is regulated by a law equal for all is a perfect society.—Victor Hugo.

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MODERNIZING OLD HOUSES

(By E. H. Clark.)



HE housebuilder meets with a great many complex problems, probably more than are to be found in any other trade. The struggle to overcome some of these problems is very often of no avail, owing to the impossibility of doing what inexperienced

people insist on having done. With practically no knowledge whatever of the particular work they expect to accomplish they persist in demanding something that is entirely impractical and wholly out of reason.

For instance, Mrs. and Mr. C—— (in the order of their importance) conclude to move an old log house from the back part of the place to a prominent location on the road. They have been reading and studying plans and pictures of modernized antiquities portrayed in a prominent journal or magazine, and you are commanded, with polite persistency, to remodel just like "that" from basement to attic, both inside and outside. Well, some of the modern magazine ideas are conservative and some of them are ridiculous: It depends on what you have to apply them; this point the novice overlooks. A great many of the "cute" little cupboards, alcoves and other "built-ins" are impossible of satisfactory accomplishment owing to the condition of the old building, which, in some respects, has contracted a permanency impossible to eliminate without wrecking the entire structure and beginning anew.

You will understand that I refer to special cases that have come within my experience. Many magazine suggestions along this line are practical and also convenient. The fundamental thing is that you must have something tangible to work on. But you cannot crowd all modern ideas into just "any old house."

Houses that have stood for fifty years or more, on "nigger-head" foundations,

are very likely to be out of plumb in every wall and partition. The difficulty of straightening them is due to the fact of their ponderous construction, especially in the case of log houses. By the time you rebuild every part you are likely to have a dwelling costing twice the amount of a new structure.

We all want to work to please our clients, but some of the things cannot be, and a great many, wanted by people who don't understand, when finally done, are not satisfactory either to the owner or the builder.

I have just finished "fixing up" an old house in the country, for a man whose son recently married—of course, it's for the young folks. The young fellow told me that the house had cost them \$400 more money than a new one of the same size, and still it was not "just what they wanted."

I do not wish this to be taken as a general discouragement of rebuilding or modernizing old houses—not by any means. But first, let a clear understanding obtain between the parties who work and the parties who pay, as to what is practical. Then season this understanding with a little uncertainty; for, in attempting a great many things, you will be confronted by many difficult problems, and not a few which cannot be solved. In other words, do not try to make something out of nothing, for that is creation, and does not belong to man.

Some made-over houses are very pretty and convenient, but in these cases they were in pretty good condition to start with, and presented something worth while to work upon.

Duty To Neighbors

There is an idea abroad among moral people that they should make their neighbors good. One person I have to make good—myself. But my duty to my neighbor is much more nearly expressed by saying that I have to make him happy—if I may.—Robert Louis Stevenson.

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THE AIM OF THE LABOR MOVEMENT



THE workers of the United States," says President Gompers, "do not receive the full product of their labor. It is impossible for anyone to say definitely what proportion the workers receive in payment for their labor, but due to the organized labor movement they have received and are receiving a larger share of the product of their labor than ever before in the history of modern industry. One of the functions of organized labor is to increase the share of the workers in the product of their labor. Organized labor makes constantly increasing demands upon society for rewards for the services which the workers give to society and without which civilized life would be impossible. The process of increasing the share is not always gradual, but it is continual. The organized labor movement has generally succeeded in forcing an increase in the proportion the workers receive of the general product.

"The working people—and I prefer to say working people and to speak of them as really human beings—are prompted by the same desires, the same hopes of a better life as are all other people. They are not willing to wait for a better life until after they have shuffled off this mortal coil but they want improvements here and now. They want to make conditions better for their children so that they may be prepared to meet other and new problems of their time. The working people are pressing forward, making their demands and presenting their claims with whatever power they can exercise in a natural, normal manner to secure a larger and constantly increasing share of what they produce. They are working toward the highest and the best ideals of social justice.

"The intelligent, common-sense workingmen prefer to deal with the problems of today, with which they must contend if they want to make advancements, rather than to deal with a picture and a dream which they have never had, and, I

am sure, will never have, any reality in the affairs of humanity, and which threaten, if they could be introduced, the most pernicious system for circumscribing effort and activity that has ever been invented.

"The workers will never stop in any effort, nor will they stop at any point in an effort to secure greater improvements in conditions or for a better life in all its phases. Where these efforts may lead, what that better life may be, I do not care to predict. I decline to permit my mind or my activities to be labeled or limited by any particularism because of adherence to a theory or a dream. The American Federation of Labor is neither governed in its activities by a so-called 'Social Philosophy,' nor does it work 'blindly from day to day.' Its work is well planned to be continually of the greatest benefit to the working people to protect and promote their rights and interests in every field of human activity.

"The A. F. of L. is guided by the history of the past. It draws lessons from history in order to interpret conditions which confront working people so that it may work along the lines of least resistance to accomplish the best results in improving the conditions of the workingmen, women and children, today, tomorrow, and tomorrow's morrow, making each day a better day than the one which went before. That is the guiding principle, philosophy and aim of the labor movement.

"In improving conditions from day to day the organized labor movement has no 'fixed program' for human progress. If you start out with a program everything must conform to it. With theorists, if facts do not conform to their theories, then so much the worse for the facts. Their declarations of theories and actions refuse to be hampered by facts. We do not set any particular standard, but work for the best possible conditions immediately obtainable for the workers. When they are obtained, then we strive for better."

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TRADE SCHOOLS FOR WOUNDED SOLDIERS



ONE of the big problems confronting the European nations now at war is that of training their wounded and disabled soldiers once more for civil life, the great mass of whom because of the nature of their injuries cannot follow their former trade or occupation. Germany, we learn from an Associated Press despatch, hopes to solve it through the medium of trade schools, the first of which has been opened in Duesseldorf with a large attendance. Today in the class rooms of a big industrial school formerly occupied by boys and girls there sit hundreds of soldiers, painstakingly learning to write with their left hand because their right has been shot off, or mastering the intricacies of bookkeeping or some similar occupation or trade at which they may hereafter earn their living.

The work has three distinct phases, aimed to help three separate classes of wounded. In the first division come those who, if possible, are to return to the field, but need engrossing occupation during the term of their convalescence. For them a course of study ranging from four to six weeks has been instituted.

Into a second division fall those who are wounded in such a way that they cannot go back to the identical work which they did in peace times, but who if possible, are to learn some other branch of their own trade. Thus, for instance, a former mechanic accustomed to a given type of work can be taught the office routine of his trade and can be fitted to step into the counting-room.

Into the third class of soldiers fall those who must change absolutely their kind of work. Their course takes the longest, and includes a period in which both the men and their instructors study the situation to see what specialty the men are best fitted for. Their education includes a careful theoretical basis on which is imposed a practical superstructure.

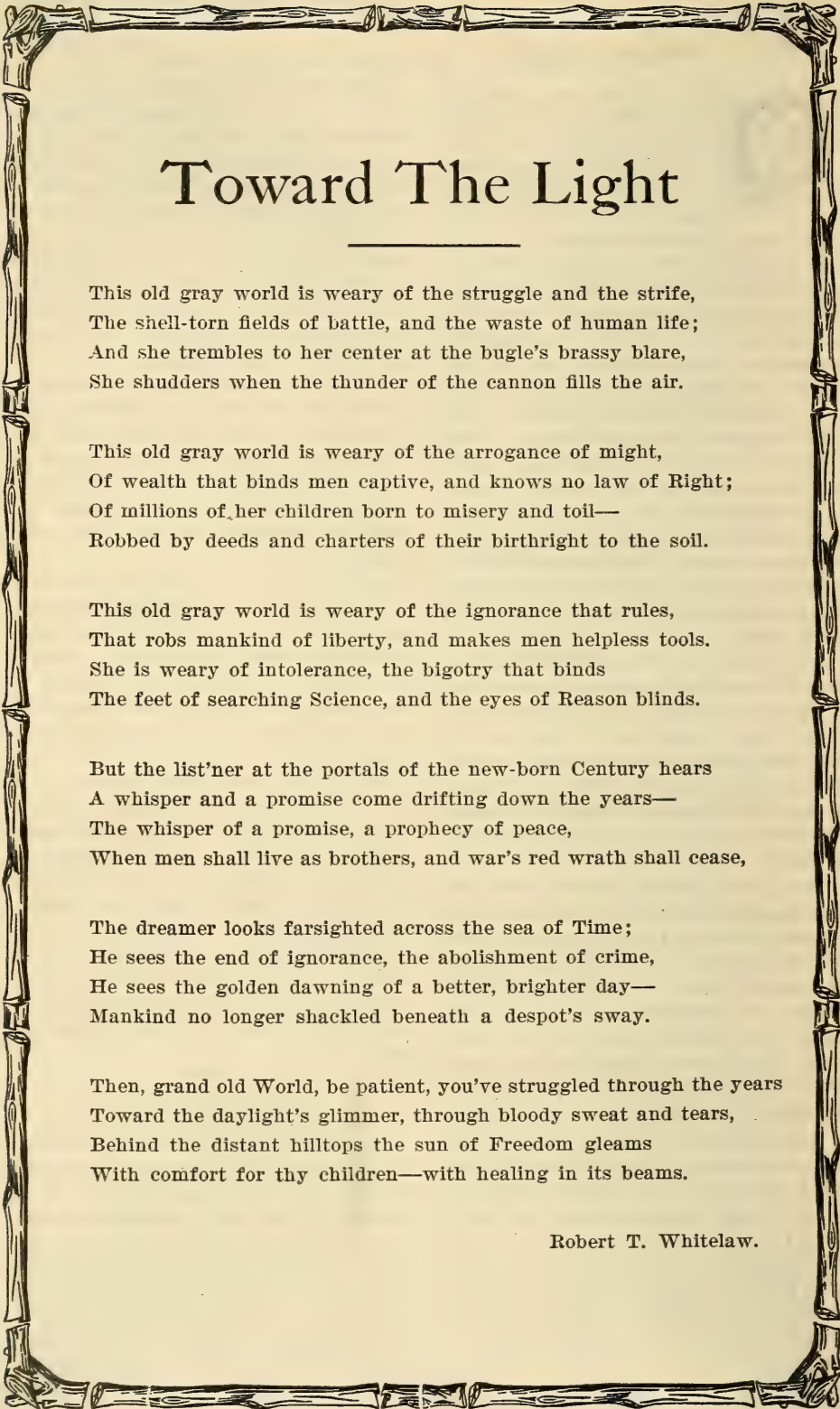
The huge school building in the Faerberstrasse contains a number of classes in bookkeeping and general office routine—attended chiefly by soldiers who have been wounded in the feet or lower limbs and cannot move about rapidly, but who otherwise are sound. There is a machine shop at which a variety of trades can be taught to men who are capable of working at a machine with their hands but cannot use their legs to any great extent. A mechanical drawing department, a printing shop, a course in architecture for former members of the building trades who now must learn the theoretical side of their trades, an electrical laboratory, and courses in languages for men who have ambition to become salesmen after the war have also been provided.

Not the least important side of the big school is its employment bureau, which works in conjunction with the big manufacturing plants of the city. Scores of soldiers unfit for further service in the field have already been placed in both new and old occupations about Duesseldorf.

We gather that these courses are of the short-unit nature and much shorter than would have been possible under normal conditions. Over four hundred men were equipped, we learn, between February 1, and Easter, for various branches of the metal trade, and now are in special courses which they will soon complete. It would be interesting to know what the German trade unions are doing to cope with this unusual situation.

The Broader Vision

Nationality is a good thing to a certain extent, but universality is better. All that is best in great poets of all countries is not what is national in them, but what is universal. Their roots are in their native soil; but their branches wave in the unpatriotic air that speaks the same language to all men, and their leaves shine with the illimitable light that pervades all lands.—Longfellow.



Toward The Light

This old gray world is weary of the struggle and the strife,
The shell-torn fields of battle, and the waste of human life;
And she trembles to her center at the bugle's brassy blare,
She shudders when the thunder of the cannon fills the air.

This old gray world is weary of the arrogance of might,
Of wealth that binds men captive, and knows no law of Right;
Of millions of her children born to misery and toil—
Robbed by deeds and charters of their birthright to the soil.

This old gray world is weary of the ignorance that rules,
That robs mankind of liberty, and makes men helpless tools.
She is weary of intolerance, the bigotry that binds
The feet of searching Science, and the eyes of Reason blinds.

But the list'ner at the portals of the new-born Century hears
A whisper and a promise come drifting down the years—
The whisper of a promise, a prophecy of peace,
When men shall live as brothers, and war's red wrath shall cease,

The dreamer looks farsighted across the sea of Time;
He sees the end of ignorance, the abolishment of crime,
He sees the golden dawning of a better, brighter day—
Mankind no longer shackled beneath a despot's sway.

Then, grand old World, be patient, you've struggled through the years
Toward the daylight's glimmer, through bloody sweat and tears,
Behind the distant hilltops the sun of Freedom gleams
With comfort for thy children—with healing in its beams.

Robert T. Whitelaw.

Editorial



THE CARPENTER

Official Journal of
The United Brotherhood
of
Carpenters and Joiners of America

Published on the 15th of each month at the
CARPENTERS' BUILDING
Indianapolis, Ind.

**UNITED BROTHERHOOD OF
CARPENTERS AND JOINERS OF AMERICA,**
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FRANK DUFFY, Editor

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FRANK DUFFY,
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INDIANAPOLIS, JULY, 1915

Printing Plant In Operation.

To those who may be surprised to find the genial features of General President James Kirby gazing at them from the frontispiece of this issue, we would say that he is given the place of honor in this month's Carpenter for the very good reason that this is the first issue of our journal printed in our own printing plant at the general headquarters, an undertaking which has been due solely to Brother Kirby's energy and enterprise.

In his report to the eighteenth General Convention, the General President advocated the proposition of installing a printing plant at headquarters and with characteristic brevity outlined his reasons for doing so. He pointed out that no less than \$108,265.04 had been paid out for printing our journal, constitutions and other matter during the last two years and expressed the conviction

that a great saving could be effected by operating a printing plant of our own. Both the General Convention and the membership of the organization enthusiastically adopted Brother Kirby's idea, and the work of installing the plant was begun.

Today it is an accomplished fact, and our organization possesses its own printing plant with up-to-date presses, linotype machine and all the paraphernalia needed to turn out printing work of every description. That the plant has been installed much sooner than was expected is due largely to President Kirby's persistent supervision, for although it was originally expected that the plant would not be in operation until September, sufficient progress has been made to print the July issue of The Carpenter on our own presses.

The U. B. has, therefore, the distinction of being the first international labor organization to maintain a fully equipped printing establishment to publish its monthly journal. The July 1915 Carpenter will now go into history as the first number to be both printed and published from our own headquarters. This is another instance of the progressive strides our organization is making.

Circulation Not Yet Increased.

While The Carpenter has been printed for the first time on our own presses this month, it should be borne in mind that it is still being sent out on the old pro rata basis of eighty thousand copies. Owing to the various details connected with forwarding the journal direct to the home of every member, it is not likely that the latter plan will become effective before the September issue.

Of course, should the proposed amendment to Section 44, of the General Constitution fail to carry, the proposition to mail the journal direct would have to be abandoned, as we could not, under the

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circumstances, comply with the rules of the postal authorities on second class matter. In that case, it would be necessary to adhere to the present system of sending the journals to each local union in bulk.

In the event that the amendment meets with the approval of the membership, we would again remind recording secretaries that in order to have a completed mailing list ready by September all the address lists forwarded to them last month should be properly filled out and returned to the General Office immediately. It is to be hoped that this matter has been attended to. If, through an oversight, a local has failed to turn in the address list properly filled out, there is still time to do so, but the matter should be attended to without delay.

Employers Break Agreement.

It is a coincidence of a rather sinister aspect that the protocol which for almost five years governed conditions in the cloak making industry in New York City should be abrogated just about the same time that the district attorney's office had prominent members of the Ladies' Garment Workers' Union arrested—an assault engineer by some of the most unscrupulous employers in league with professional strike breakers and notorious and self-confessed criminals.

The whole case would seem to be an apparently well-timed attempt to deliver a crushing blow to the union and to place it beyond the pale of public sympathy by branding its leaders as the associates of criminals and the instigators of their crimes.

As regards the protocol which the employers summarily abrogated; that admirable treaty was the outcome of an agreement which was reached between the two parties shortly after the settlement of the bitterly fought eight weeks' strike in 1910. It was regarded at the time as an experiment in collective bargaining which was a great step forward, and its subsequent accomplishments largely justified that opinion.

The situation in the industry prior to the setting up of the protocol was, to say the least, chaotic. Wages were low and sweatshop conditions prevailed in their very worst form among the 50,000 employes engaged in the trade in New York City. But the machinery which the agreement provided for remedying unfair conditions made itself felt and the result was that peace has since been maintained in the industry; wages were raised to a reasonable level, working conditions were improved and thousands of disputes were satisfactorily adjusted.

The protocol defined the rights and duties of both manufacturers and workers and established a system of mediation and arbitration which worked out reasonably well until the manufacturers decided to terminate the agreement. The reason they gave for taking this step was that the union could not control its members; as there had been shop strikes in violation of the protocol. The union replied that it had done everything in its power to avoid shop strikes; that the few that had occurred were the outward protest against conditions in half a dozen factories.

Both the union and the employers charged violations of the treaty, and while the former was perfectly willing to submit the case to the board of arbitration which the protocol provided, the manufacturers abrogated the agreement. Their action shows plainly that they did not want their grievance settled. What they evidently wanted was the abolition of the protocol which put labor on too great terms of equality with them.

The situation is much the same now as it was in 1910, although with this difference. In 1910 the organized cloak makers and ladies' garment workers were few in numbers and badly able to withstand the combined strength of the employers. Today they are a strong and united body of trade unionists, with the solid moral support of the labor movement behind them, and they may be depended upon to hold their own against any attempt made to crush them. Under the circumstances, while the termination of the protocol may bring about

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the general strikes which were the cause of so much suffering and misery prior to 1910, instead of the few isolated shop strikes, which the employers complain of since, we cannot see what the latter hope to gain thereby. By abrogating the protocol and attempting to victimize leaders whom the garment workers firmly believe to be innocent, they have but drawn closer the fraternal bonds of solidarity between the workers employed in the industry.

Second General Vice-President Retires

Owing to the retirement last month of Brother Arthur A. Quinn from the office of Second General Vice-President the membership is notified that General President Kirby has appointed John T. Cosgrove, of Elizabeth, N. J., to fill the vacancy created thereby, in accordance with the terms of Section 10, of the Constitution.

Brother Quinn retired from office because of pressing duties in his home state where he is high in the councils of the labor movement. These duties demanded so much of his time that he reached the conclusion that he could not devote proper attention to his work as a General Officer. In retiring he carries with him the best wishes of his brother General Officers, and we bespeak for him also those of the membership in general. During the time he has been in office he has served the organization faithfully and well.

His successor, Brother Cosgrove, has all the qualities which go to make a capable executive officer. He is endowed with much of the energy of youth and possesses mature judgment. His experience has also rendered him well fitted to handle the problems with which he will have to deal, as he has taken an active part in the movement in New Jersey, where he has done much to increase the strength and influence of the U. B.

A Notable Speech.

Mayor George Ellis of Grand Rapids, Mich., has always been a consistent ad-

vocate of a square deal for labor as members of our organization in that city can testify. On numerous occasions he has shown his friendship for the Grand Rapids carpenters and consequently it came as no surprise to them during the recent political campaign to learn that he had made what has been termed "the most unique, refreshing and honest speech" ever delivered by a candidate for office while running as the Republican nominee for governor.

Speaking before the manufacturers and business men of Detroit at a luncheon, he prefaced his remarks by saying facetiously: "I know this won't get your votes, but this is what I believe."

Following this, we gather from a report in the Cincinnati Chronicle, Mayor Ellis proceeded to tell his hearers some very wholesome truths, and that it was long hours and low wages that were resulting in filling the insane asylums and the homes for the feeble-minded.

"I appeal to your humanitarian side," said Mr. Ellis, in asking them to think carefully over the eight-hour-day matter. Mr. Ellis declared he would never call out the militia in a labor strike except as a last resort.

"We had a strike of furniture workers in Grand Rapids," he said. "I appointed one hundred of the strikers as special police to keep order. Not a man bears a scar as a result of the strike and not an undertaker got a job. While there were more men on strike than there were in Calumet, the Grand Rapids strike didn't cost the state a cent and the copper strike cost \$403,000.

"You talk about your problems. They are nothing compared to the problems of the wife of the working man who is trying to support a family of six on \$2.00 a day. And one of the candidates for governor is talking about the wonderful workmen's compensation law he has given the working man. That law was drafted by two corporation lawyers. It gives the injured man half-pay. Why, bless your soul, the laboring man can not live decently on full pay."

It is refreshing to hear a public man give expression to his convictions on the

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labor problem in so straightforward a manner. His utterances may perhaps have cost him a few paltry votes, but they surely could not lose him the respect of every honest man who heard him. We would that other candidates for office expressed themselves in the same candid fashion, one way or another. We might find a much sharper alignment in state and national politics if it were so, but we would be spared the spectacle of so many public men who are neither fish, flesh or fowl when a determined stand is required of them whenever issues are raised involving capital and labor.

What's Left for the Carpenter If He Surrenders the Metal Trim?

If buildings like the Amainthus apartment house recently erected at Rhode Island and Eighteenth streets, Buffalo, N. Y., ever become the vogue the outlook for carpenters will certainly be a blue one unless the trade maintains its present position on the question of metal trim.

This modern apartment house, we learn from the Buffalo Evening News, is built entirely of concrete and metal and there is not a single stick of wood in its make-up.

The floors are concrete, the doors and windows of metal. The stairs are also metal and the absence of wood is so complete that even the doors of the ice boxes are concrete.

The building stands four stories high and comprises twenty-four separate apartments. The structure and the lot on which it stands represent a total investment of \$135,000.

Numerous innovations not usually found in other apartment houses are embodied in it. One is a roof garden open to the tenants and another a ball room in the basement. A steam laundry is located on the roof and it also has a garbage incinerator.

It took nearly a year to put the building up. C. P. Foster was the architect. The owners say it is the only building of its kind in the world. Car-

penters sincerely hope that it may remain so.

Personal Liberty:

Some writers and orators who know less about the labor question than they do about the north pole, says Herbert N. Casson, the well known journalist, declare that trade unions destroy personal liberty and keep all the workers down to "a dead level of sloth and incompetency."

This is just as true as to say that the seats in a street car destroy the liberty of the passengers to stand up.

There never was a more shameless fraud than this "right to work" proposition in the way that it is being put forward by the trusts. The right to work for nothing is not a right. It is a wrong.

What are trade unions organized for if not to obtain more personal liberty for their members? Can anyone seriously imagine that a body of men will band together and pay dues for years for the sake of getting less personal liberty than they have?

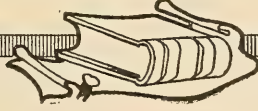
What does liberty mean? Is a man free who has nothing to say about his wages and his hours of labor? Is a man free who takes the harness and the whip as obediently as a cart horse! Is a man free whose only aim in life is to do what he is told and take what he is offered? If this is freedom, then the trusts must have a peculiar dictionary of their own.

No man is free who has not something to say about the conditions under which he works.

Improvement In Building World.

Building permits for May in 160 leading cities were 87 million dollars compared with 85 millions a year ago and 90 millions two years ago. New York City permits were 25 million dollars compared with 16 millions a year ago and 15 millions two years ago. Material gains were shown by New York, Chicago, Cleveland, Newark, Denver, Bridgeport and Springfield, Massachusetts.

Official Information



**GENERAL OFFICERS
OF
THE UNITED BROTHERHOOD
OF
CARPENTERS AND JOINERS
OF AMERICA**

General Office,
Carpenters' Building, Indianapolis, Ind.

General President,
JAMES KIRBY, Carpenters' Building, Indianapolis.

General Secretary,
FRANK DUFFY, Carpenters' Building, Indianapolis.

General Treasurer,
THOMAS NEALE, Carpenters' Building, Indianapolis.

First Vice-President,
W. L. HUTCHESON, Carpenters' Building, Indianapolis.

Second Vice-President,
JOHN T. COSGROVE, Carpenters' Building, Indianapolis.

General Executive Board,
First District, T. M. GUERIN, 290 Second Ave., Troy, N. Y.

Second District, D. A. POST, 416 S. Main St., Wilkes-Barre, Pa.

Third District, JOHN H. POTTS, 646 Mellish Ave., Cincinnati, O.

Fourth District, JAMES P. OGLETREE, 278 Keel St., Memphis, Tenn.

Fifth District, HARRY BLACKMORE, 4223 N. Market St., St. Louis, Mo.

Sixth District, W. A. COLE, 129 Henry St., San Francisco, Cal.

Seventh District, ARTHUR MARTEL, 1399 St. Denis, Montreal, Que., Can.

JAMES KIRBY, Chairman.

FRANK DUFFY, Secretary.

All correspondence for the General Executive Board must be sent to the General Secretary.

Report of General President Kirby for Quarter Ending June 30, 1915

To the Members of the General Executive Board.

Greeting:

The past quarter has been a strenuous three months for the United Brotherhood of Carpenters & Joiners of America and all the General Officers.

Work referred to me at the April meeting has been attended to and will be reported in regular course during the July meeting.

On the 31st of May, Brother Arthur A. Quinn tendered his resignation as Second Vice-President. I immediately tendered the position to John T. Cosgrove of Local Union 167, Elizabeth, N. J., whose appointment was unanimously concurred in by the members of the Board, and on the 14th of June, Brother Cosgrove assumed the position of Second Vice-President and is now located at the General Office fulfilling the duties of that office.

The general conditions throughout the country have not developed as much activity in the building industry as was expected, nor as we were justified in believing. The uncertainty in business circles, or rather the hesitancy displayed by the moneyed interests throughout the country, still effects the building craftsmen.

We have had during the past quarter several trade movements of more or less magnitude. Our organizers are doing good work in different cities. We are especially gratified to report that we are meeting with success in Baltimore, Louisville and New Orleans.

Some disputes have existed in and around New York City, but in the main they are of minor importance and are of such a nature as are to be expected.

The annual amount of appeals resulting from local elections are now being filed in the General Office. In many lo-

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calities, conditions not strictly in accord with the constitution are allowed to prevail, no objections being raised until after the election is held. The defeated candidate immediately sees wherein his chances were jeopardized by existing conditions, hence an appeal is in order.

The greatest movement we have had to contend with is the one involving the Chicago District Council. The present conditions seem to have resulted in a deadlock. No attempts, within the knowledge of the writer, have been made to employ non-union carpenters. Rather a disposition to discontinue work.

The average rate of wages paid the building tradesmen of Chicago is a trifle over 71 cents an hour. Carpenters having been receiving 65 cents an hour, did not ask for the average, but they did ask for 70 cents an hour and the elimination of that clause in the agreement which provides that there shall be no discrimination against manufactured material, and in this case, as in nearly all cases, the intentions of our membership are misrepresented and misconstrued.

Our members do not wish to exclude outside material, and were they of such a disposition the laws of the country would forbid them carrying those ideas through. They do, however, object to being continually told, and having continually inserted in their agreement, a clause forbidding them committing a deed that they have neither a desire nor an inclination to do.

The ten cardinal principles promulgated by the contractors were first injected in the agreement in the City of Chicago, and in the City of Chicago **THEY SHOULD BE ELIMINATED**. Wages are a minor consideration as compared with conditions. The much mooted universal agreement, which the Chicago Building Trades were ordered to abrogate or stand suspended from the Building Trades Department, would be an ideal agreement if the clause affecting manufactured material was eliminated. This organization could apply its funds to no better purpose than in aiding the

Chicago carpenters in throwing off that yoke.

During the month of June, the Mayor of Chicago asked the Carpenters District Council to arbitrate the differences in dispute. The District Council replied agreeing to arbitrate their wages on a basis of the eighteen building trades of Chicago, and the undersigned was selected to represent the District Council.

The limited authority that we were invested with in taking this subject up, scarcely justified our entering into arbitration, as it was more in the nature of an ultimatum to the contractors than arbitration.

Furthermore, the District Council had no right to say that they would arbitrate and accept conditions awarded by the arbitrators, without the consent of the membership. Later the question was again considered by the District Council and the proposition was submitted to the entire membership of the district as to whether they would authorize the General President to arbitrate all matters in dispute between the carpenters and the contractors. This proposition was lost by a vote of 480 for, 6,566 against.

Considerable stress was laid upon this by certain newspapers of Chicago in statements that it reflected upon the General President of the United Brotherhood. This, however, could not be construed as the case, and in my opinion these expressions were only made to create unrest or bad impressions. It was purely a question of whether they would arbitrate that which they were entitled to. The carpenters were asking for 70 cents an hour. By submitting it to arbitration it was very natural to suppose that any third party selected would have been inclined to compromise and it was to prevent such a compromise that the District Council decided not to arbitrate further.

What the result will be is hard to tell. I know the fighting spirit of our membership in Chicago. I have gone through fights with them, and I believe we can rest assured they will give a good ac-

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count of themselves before this dispute is over.

I am glad to be able to inform you that our printing plant is now in full operation. We have not as yet secured all the machinery necessary owing to the fact that some of it is made to order. We have one of the neatest and the most up-to-date printing plants in the state. I am proud of it, and am sure those of our members that have an opportunity to see it, will also feel the same way. We have succeeded in getting it in operation at a much earlier date than we originally contemplated. This was made possible by the splendid co-operation of all General Officers. No one individual is entitled to any more credit than another for the work accomplished. I feel, however, that I would be ungrateful if I did not express my appreciation of the assistance rendered by Board Member Potts in looking after the installation of the plant and in taking care of the alterations to the building made necessary by the installation of the machinery.

Assuring the members of the Board that I appreciate their loyal support, and trusting that my work during the past quarter meets with your approbation, I remain,

Fraternally yours,
JAMES KIRBY,
General President.

Notice to Recording Secretaries.

The quarterly circular for the months of July, August and September, containing the quarterly password, has been forwarded to all Local Unions of the U. B. Accompanying it are six blanks for the F. S., three of which are to be used for the reports to the General Office for the months of July, August and September and the extra ones to be filled out in duplicate and kept on file for future reference. Inclosed in the circular are also six blanks for the treasurer, to be used in transmitting money to the G. O.

Recording secretaries not in receipt of the circular and accompanying matter by the time this journal reaches

them should immediately notify the G. S., Frank Duffy, Carpenters' building, Indianapolis, Ind.

Local Unions Chartered Last Month

Juncos, P. R.	New Philadelphia, O.
Montreal, Can.	Los Angeles, Cal.
Meridian, Miss.	Brookville, Pa.
Pratt, Kas.	Cairo, Ill.
Total 8 Local Unions.	

Localities to Be Avoided.

Owing to the pending trade movements, building depression and other causes, carpenters are requested to stay away from the following places:

Abilene, Tex.	Cincinnati, O.
Albany, N. Y.	Columbia, S. C.
Alton, Ill.	Columbus, O.
Amherst, N. S., Can.	Concord, N. H.
Arcadia, Fla.	Concordia, Kan.
Asheville, N. C.	Conway, Ark.
Ashland, Ky.	Commerce, Tex.
Athens, Tex.	Corpus Christi, Tex.
Atlanta, Ga.	Corsicana, Tex.
Atlantic City, N. J.	Cullman, Ala.
Augusta, Ga.	Cushing, Okla.
Aurora, Ill.	Danville, Ill.
Austin, Tex.	Dayton, O.
Baltimore, Md.	Decatur, Ill.
Barre, Vt.	Denison, Tex.
Battle Creek, Mich.	Detroit, Mich.
Bay City, Tex.	Dixon, Ill.
Beacon, N. Y.	Dubuque, Ia.
Beaver Valley, Pa.	Duluth, Minn.
Belleville, Ill.	Eau Claire, Wis.
Berlin, Ont., Can.	E. Palestine, O.
Billings, Mont.	Edmonton, Can.
Binghamton, N. Y.	El Centro, Cal.
Birmingham, Ala.	Electra, Tex.
Bisbee, Ariz.	Elmira, N. Y.
Bismack, N. D.	E. St. Louis, Ill.
Blackwell, Okla.	El Paso, Tex.
Bloomington, Ill.	Escanaba, Mich.
Boise, Idaho.	Evansville, Ind.
Boone, Ia.	Fargo, N. D.
Boston, Mass.	Fond du Lac, Wis.
Brainerd, Minn.	Fort Lauderdale, Fla.
Brenham, Tex.	Fort Myers, Fla.
Brownwood, Tex.	Fort Wayne, Ind.
Buffalo, N. Y.	Framingham, Mass.
Calgary, Can.	Fremont, Neb.
Canton, O.	French Lick, Ind.
Carneys Point, N. J.	Fresno, Cal.
Cedar Rapids, Ia.	Fulton, N. Y.
Central City, Ky.	Galesburg, Ill.
Charleston, S. C.	Galveston, Tex.
Charleston, W. Va.	Gardner, Mass.
Charlotte, N. C.	Gary, Ind.
Chattanooga, Tenn.	Goldfield, Nev.
Chicago, Ill.	Grand Forks, N. D.
Clarksville, Tenn.	Granite City, Ill.
Cleveland, O.	Great Falls, Mont.
Clinton, Ia.	Greeley, Colo.

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Greenwich, Conn.	Newburgh, N. Y.	Seattle, Wash.	Tri-Cities—Davenport,
Halifax, N. S.	New Castle, Pa.	Sellersville, Pa.	Ia.; Rock Island
Hamilton, O.	New Canaan, Conn.	Saskatoon, Sask., Can.	and Moline, Ill.
Hammond, Ind.	New Orleans, La.	Savannah, Ga.	Troy, N. Y.
Hannibal, Mo.	Newport News, Va.	Scranton, Pa.	Uniontown, Pa.
Hazletton, Pa.	Newport, R. I.	Sioux City, Ia.	Urbana-Champaign, Ill.
Hillsboro, Tex.	New York City.	Smithtown, L. I.	Vancouver, B. C.
Holyoke, Mass.	Niagara Falls, N. Y.	Souderton, Pa.	Victoria, Tex.
Hot Springs, Ark.	Norfolk, Va.	South Omaha, Neb.	Waco, Tex.
Houston, Tex.	Norhampton, Mass.	South Bend, Ind.	Walla Walla, Wash.
Huntington, L. I., N. Y.	North Bend, Ore.	Spokane, Wash.	Washington, D. C.
Huntington, W. Va.	Norwalk, Conn.	Springfield, Ill.	Waterbury, Conn.
Hutchinson, Kan.	Norwood, O.	Springfield, Mass.	Watertown, N. Y.
Indianapolis, Ind.	Oakland, Cal.	Springfield, O.	Watertown, S. D.
Idaho Falls, Idaho.	O'Fallon, Ill.	Stamford, Conn.	Wauchula, Fla.
Ilion, N. Y.	Oklahoma City, Okla.	Steubenville, O.	Welland Canal Zone.
Ithaca, N. Y.	Omaha, Neb.	Superior, Wis.	West Frankfort, Ill.
Jacksonville, Fla.	Orilla, Ont., Can.	Syracuse, N. Y.	West Palm Beach, Fla.
Jacksonville, Tex.	Ossining, N. Y.	Tacoma, Wash.	White Plains, N. Y.
Jamestown, N. Y.	Oswego, N. Y.	Tampa, Fla.	Whitney, Tex.
Jasonville, Ind.	Ottawa, Can.	Teague, Tex.	Wichita Falls, Tex.
Jefferson City, Mo.	Palestine, Tex.	Temple, Tex.	Wilkes-Barre, Pa.
Joliet, Ill.	Paragould, Ark.	Terre Haute, Ind.	Wilmington, Del.
Joplin, Mo.	Parkersburg, W. Va.	Titusville, Fla.	Winnipeg, Can.
Kansas City, Mo.	Parsons, Kan.	Toronto, Can.	Worcester, Mass.
Kenosha, Wis.	Passaic, N. J.	Trenton, N. J.	Yonkers, N. Y.
Kincaid, Ill.	Paterson, N. J.		
Kissimmee, Fla.	Peekskill, N. Y.		
Klama'h Falls, Ore.	Peoria, Ill.		
Kokomo, Ind.	Philadelphia, Pa.		
Laconia, N. H.	Phoenix, Ariz.		
Lansing, Mich.	Pittsburgh, Pa.		
Lakeland, Fla.	Pittsfield, Mass.		
Leadville, Colo.	Palm Beach, Fla.		
Lewiston, Idaho.	Poughkeepsie, N. Y.		
Lewiston, Mont.	Portland, Me.		
Lexington, Ky.	Portland, Ore.		
Little Rock, Ark.	Pottsville, Pa.		
London, Ont., Can.	Pueblo, Colo.		
Long Beach, Cal.	Quincy, Ill.		
Los Angeles, Cal.	Racine, Wis.		
Louisville, Ky.	Reno, Nev.		
Macon, Ga.	Red Banks, N. J.		
Marietta, O.	Regina, Can.		
Marquette, Mich.	Richmond, Cal.		
Marshalltown, Ia.	Richmond, Va.		
Maryville, Tenn.	Robstown, Tex.		
Mason City, Ia.	Roachdale, Tex.		
Medicine Hat, Can.	Rochester, N. Y.		
Medina, N. Y.	Rockford, Ill.		
Memphis, Tenn.	Rock Springs, Wyo.		
Mendota, Ill.	Roundup, Mont.		
Miami, Ariz.	Salem, Ore.		
Milwaukee, Wis.	San Antonio, Tex.		
Minneapolis, Minn.	San Diego, Cal.		
Minot, N. D.	Salt Lake City, Utah.		
Mobile, Ala.	San Francisco, Cal.		
Montreal, Can.	Schenectady, N. Y.		
Morris, Ill.	Shreveport, La.		
Mount Kisco, N. Y.	Sioux City, Ia.		
Moose Jaw, Sask., Can.	St Augustine, Fla.		
Mount Carmel, Ill.	St. Catharines, Ont.		
Mowbridge, S. D.	St. Cloud, Minn.		
Mount Vernon, N. Y.	St. Joseph, Mo.		
Newark, N. J.	St. Paul, Minn.		
Newark, O.	St. Petersburg, Fla.		
New Bedford, Mass.	St. Louis, Mo.		

Valuable Woods Imported

Woods from tropical countries are in brisk demand in the woodworking industry in this country. Recently a valuable shipment of fifty rosewood logs reached Chicago from faraway India. These logs are exceptionally scarce and few are imported to this country. The grain and color are exceptionally odd, and closely resemble those of the Brazilian rosewood more commonly used in this market. This wood will be used in the manufacture of high-grade fixtures. Teak from Rangoon, India, has also been imported in the shipbuilding industry.

Mexican mahogany is now exceptionally scarce, the best grades having practically been cleaned up previous to the outbreak of hostilities which brought about the unsettled conditions which still prevail there. The bulk of our mahogany supply nowadays is obtained from South Africa.

Riz From the Ranks

"That's our general superintendent—son of the president—he began at the bottom and worked up—started in as an oiler, right after he left college!"

"When was that?"

"Oh, he graduated last June?"—Puck.

Correspondence



Fourth of July Thoughts

Editor The Carpenter:

On the return of the natal day of the nation, union men should remember that when the colonies determined to be free and assert their right to life, liberty and the pursuit of happiness, they formed a union, and took active measures to assert the principles to which the signors of the Declaration of Independence pledged their lives, fortune and sacred honor. The British government absolutely denied they had any inalienable or any other kind of rights that it was bound to respect. Its counterpart can easily be found in the "big business" men of today, who monopolize the land and the resources of the country, and deny the right of labor to organize and to have a voice in industrial affairs, to the extent of regulating the conditions under which they shall live, move and have their being.

An irrepressible conflict is now on to determine whether the principles for which Gen. Washington fought are applicable to the conditions that obtain in the Republic today. The American people last year paid in rent to native and foreign landlords for the right to live on the soil of their birth and breathe the air of their native land over \$8,000,000,000. And in spite of this tax for the right to live on the soil of their birth, the delusion still exists that we are free citizens of a free country. Our children go to school and sing "My country 'tis of thee, sweet land of liberty," when under present conditions they stand as much chance of ever owning a square inch of the soil they were born on as they have of owning so much of the planet Mars or of the moon, and the only liberty they or their parents enjoy is what the monopolists choose to allow them. The farmers are rapidly becoming serfs by losing con-

trol of the soil, which is passing into the hands of those who farm farmers instead of tilling the land.

The unemployed grow more numerous every year. The extremes of wealth and poverty become more acute than ever. Our "statesmen" either cannot or will not deal with the causes that give unearned wealth to idlers and untold misery and want to toilers. The beneficiaries of these conditions will do nothing to remedy the evils they are responsible for. It is up to the victims to devise ways and means to assert their right to life and liberty. The Revolutionary men took up arms and drove the emissaries of King George out of the country. We must follow their example to the extent of voting out of office and power all who in any way deny the self-evident truths of the charter of liberty, adopted by the United Colonies on the Fourth of July, 1776, and turn the government of our country over to those who will use all moral, and if necessary, all military and naval power of the land to assert the inalienable right of all men to live on the earth the Creator gave to the children of men, and not to the privileged few who monopolize it, and deny that the rest of us have any right either in or on it, which they are bound to respect.

Those who own the land own all who must live on the land. We must recognize the land as the common property of all, and land values produced by the concentration of population belong to those who produce it, and should be used to pay all municipal, state and national expenses, instead of being turned over to the parasites who now collect rent and live on the blood and sweat of their fellowmen.

If we are to be free and enjoy what the men of 1776 fought, bled and died to obtain for their country, we must

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free the land, for without free land there can be no free men.

ALEXANDER LAW.

L. U. 326, U. B. C. & J. of A., New York City.

Resolutions From Central Federated Union of New York

Editor The Carpenter:

New York, May 15th, 1915.

Your attention is directed to the following resolutions adopted unanimously by this body.

It seems to the 300,000 organized workmen and women represented in this body that some determined action should be taken by the organized labor forces in this country to prevent war at any cost.

The second resolution deals with the recent conviction of John R. Lawson, of the United Mine Workers of America.

Fraternally,

ERNEST BOHM,

Corresponding Secretary,

No. 210 East Fifth Street, New York City, N. Y.

P. S.—Both resolutions have been endorsed by the Federated Central Body, composed of the Central Bodies of New York State and New Jersey State.

Resolution No. 1.

"Whereas an attempt is being made by certain elements in our country to embroil it in the present European slaughter; and

"Whereas the laboring forces will be those called upon not alone to do the fighting, but to pay the taxes due to a war situation; and

"Whereas recent court decisions, attempts to void the Compensation Law, general chicaneries forced upon labor, the unwillingness of government and municipality to abridge unemployment, the wholesale wanton murder of women and children in the Colorado coal fields, aptly illustrate the contempt of the ruling classes toward labor, and the possible sinister motive to destroy its organizations which are determinedly demanding their rights;

"Resolved, That this Central Federated Union of Greater New York and vicinity earnestly appeals to labor throughout this country to oppose in every way any and all attempts to inveigle the United States into the European conflict.

"Resolved, That a copy of this resolution be forwarded to all bodies of organized labor on the American continent."

Resolution No. 2.

"Whereas J. R. Lawson, a prominent official of the United Mine Workers' Union of America, was recently convicted and received a life sentence in the State of Colorado, and

"Whereas it is a well-known and indisputable fact that the Rockefeller interests have been at war with the United Mine Workers' Union of America and with all the means and power at their command, have hired thugs to shoot down women and children, in fact, creating a civil war in that environment, be it

"Resolved, That the Central Federated Union of Greater New York and vicinity condemns the whole procedure as based upon class prejudice, fostered, abetted and desired by the Rockefeller interests.

"Resolved, That we call upon the organized labor movement and the citizens of our country to voice protests against this inhuman and damnable conviction.

"Resolved, That a copy of this resolution be forwarded to every labor organization, requesting that a similar protest be adopted and forwarded to the Governor of Colorado, the United Mine Workers and to Mr. John R. Lawson."

Silent Union Label Boosters Have Entered the Field.

Editor The Carpenter:

Not having seen anything recently published in our "Carpenter" about the new Label boosting union pencils for carpenters, officers and clerks, except the letter of introduction with sample pencils sent out to every L. U. of the U. B. by the 1st General Vice-President also

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his reference to his distributing union label pencils in his two last quarterly reports to the General President.

This scheme of boosting the U. B. label is worthy of endorsement and the patronage of all officers and members of the U. B. of C. & J. of A.

Next, we are going to have union-made canes for future Labor Days and Union Trades Conventions, also hand-made silver and gold mounted canes for presentation to worthy retiring officers, etc, and warranted hand-made baseball bats for the players of the national game. All L. U.'s and Central Labor Bodies wanting Labor Day canes should forward their orders at their earliest convenience, to Wm. Pohl & Farley Bros., Braidwood, Ill. (Illinois Valley and Will Co., D. C.'s) so that the canes will reach the purchaser a few days before needed.

Take note of the above manufacturer's address, and help boost the U. B. Label Parade Canes among all trade unionists.

Fraternally Yours,

POHL & FARLEY,

Members of U. B.

Attitude of the B. J. Johnson Soap Company

Editor The Carpenter:

Enclosed find resolution from Local Building Trades Council, also explanatory letter. We would request that you publish resolution in our monthly Journal.

Yours Fraternally,

EMIL BRODDE, Secy.

Milwaukee, Wis., D. C.

Resolution

The following resolution has been endorsed and adopted by the Milwaukee Building Trades Council, affiliated with the Building Trades Department of the American Federation of Labor.

Whereas, The B. J. Johnson Soap Co. of Milwaukee, Wis., manufacturers of the following brands of soap, to-wit: the Borax, Calumet, Etna, China, Ajax, Galvanic, Badger, Johnson's Naphtha, Palmolive Soap, Palmolive Shampoo, Palmolive Cold Cream and the Johnson's Washing Powder, all of which is being

manufactured in a building erected and constructed almost entirely by non-union labor; and

Whereas, Every proposition to a fair and honorable adjustment of the now existing difficulty, has been made by the Milwaukee Building Trades Council to the B. J. Johnson Soap Company, for them to employ union labor in the erection and construction of their new buildings; and

Whereas, The cardinal principle of organized labor is that we "patronize those that patronize us;" therefore be it

Resolved, That the American Federation of Labor and the Building Trades Department and their affiliated International Unions, State Federations of Labor, City Central Bodies and the membership thereof, be made familiar with the true facts and attitude of the B. J. Johnson Soap Company, who employed non-union labor in the erection and construction of their new buildings.

Endorsed by

Carpenters District Council of Milwaukee County.

Appreciation

Editor The Carpenter:

I appreciate the excellent reading matter in the recent issues of our Journal, instructive and entertaining par excellence.

Casual Comment items are "best ever." Come again, ye scribes!

Yours,

T. C. JOHNSON,

L. U. 782, Fond-du-lac, Wis.

A Course In Public Speaking

The American Correspondence School of Law of Chicago, Ill., has added to its faculty Professor R. E. Pattison Kline of the Columbia College of Expression, of the same city, a well-known authority on public speaking and oratory. Professor Kline has prepared a course in Effective Public Speaking which has been added to the curriculum of the school and may be availed of by all who have aspirations of an oratorical nature. The course is based on a scientific plan and the student is supplied with all necessary text books and is also assisted through the medium of "side talks" and personal letters. Nowadays, when the ability to speak well in public is a decidedly valuable personal asset, a thorough study of such a course is likely to be well worth while. Full particulars of the course may be had on application by writing to the American Correspondence School of Law, Manhattan Building, Chicago, Ill.

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U. B. Wins Suit.

The members of former L. U. 76 of New Orleans have lost their suit brought in the Circuit Court of that city to restrain the international organization from taking away the charter of that local. The U. B. and organizer U. S. Berry were made defendants in the suit. Judge T. C. W. Ellis rendered the following decision:

"The exception to the jurisdiction of the court is overruled, and considering the plaintiff's allegations and the exhibits put in evidence at the hearing, and it appearing that the charges and proceedings against the plaintiff herein complained of, have been conducted contradictorily and after due notice and opportunity for defense, and that plaintiff still has the right of appeal to the General Convention of the United Brotherhood and that pending said appeal provision is made for the holding in trust of the funds and entire effects of the plaintiff, by proper authority, and that provision is also made for the members of the plaintiff's union in good standing by the issuance of clearance cards which retain them upon their compliance with the rules of the brotherhood in all their rights as members; and further considering that under the facts here shown the duty of the court is to abstain from interference in the internal affairs of the brotherhood.

"It is therefore ordered, adjudged and decreed that there be judgment in favor of the defendants, the United Brotherhood of Carpenters and Joiners of America and U. S. Berry, and against the plaintiff, Local Union No. 76 of the said brotherhood, refusing the injunction and recalling the rule nisi, sustaining the exception of no cause of action, and dismissing the plaintiff's suit, at their costs. Judgment read and rendered in open court June 1, 1915."

The charter of L. U. 76 was revoked by the General President and the members of the G. E. B., after a special committee consisting of G. E. B. members Martell and Potts and General Secretary Duffy had been sent to New Orleans to

investigate charges preferred against the local by L. U. 1312 and L. U. 1846 of the same city. The action of the G. E. B. was based on the report of the special committee.

Organizer U. S. Berry Assaulted.

Union labor circles in New Orleans are very much aroused over a dastardly assault which was made upon Organizer U. S. Berry on Monday morning, June 14. While peaceably waiting for a street car at the corner of Lyons and Tchoupitoulas streets, he was set upon by a number of "scabs" imported on the Dock Board cotton warehouse job (a state contract) by the Jefferson Construction Company and brutally kicked and beaten. His clothes were badly torn and a note book, fountain pen and other articles were stolen from his pockets. The ringleader in the assault was Superintendent Oscar Quinn of the construction company.

Early in the morning Organizer Berry went out where the warehouse is being constructed and passed cards around to the men urging them to join the U. B. He left the place about fifteen minutes before work started and was standing at a corner more than two blocks away when attacked. The assault was entirely unwarranted, and the organizer was given no time to defend himself against his assailants.

Brother Berry's painstaking efforts to strengthen the organization in New Orleans since he came there from Dallas last year has won him the enmity of many persons in the city who are hostile to union labor. The superintendent of the Jefferson Construction Company was particularly incensed at him because he was overcoming the numerous obstacles placed in his way and was making steady progress in unionizing the men on the cotton warehouse job. Slugging tactics were therefore resorted to as a means of intimidating him.

The assault has had the opposite effect, however, from that which was intended, and Brother Berry is more determined than ever to persist in his

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work. It has also resulted in rallying the labor unionists in New Orleans as a unit to the side of our organizer. At a recent meeting the Central Trades and Labor Council adopted a resolution condemning the action of "the hirelings and thugs", who assaulted organizer Berry and also condemned the Jefferson Construction Company for importing outside carpenters and laborers and working them from eleven to twelve hours a day at a rate of fifteen to forty cents per hour.

The fact that the "cotton warehouse job" referred to is being put up by non-union labor reflects very little credit on the great state of Louisiana which should furnish an example other than as an employer of cheap and non-resident labor.

Trades and Labor Congress of Canada— Convention Call.

The Thirty-first Annual Session of the Trades and Labor Congress of Canada will open in the Labor Temple Building, City of Vancouver, Province of British Columbia, Monday, September 20th, 1915.

The annual meeting of the Congress, held last year in the City of St. John, N. B., can be considered as one of the most successful in the history of its career. It was in the center of the Maritime Provinces and afforded opportunities for those who live along the Atlantic coast to become better acquainted with the progress and work of the Congress. This year it is the turn of the Pacific coast and, consequently, the City of Vancouver B. C., has been selected as the meeting place for the convention of 1915. Thus in the two years the labor interests at the two extremities of the Dominion find ventilation for their requirements and interests through the ever expanding influence of the Trades and Labor Congress of Canada.

The forthcoming convention will be perhaps the most important in the history of the Congress. Many legislative questions of vital interest to labor in Canada will be discussed and decisions

arrived at. In addition a great number of pressing difficulties arising out of the gigantic struggle in Europe will face the delegates for consideration and decision. The industrial situation in Canada is much different at the time of issuing this call than when the last convention was held. At this convention policies of great moment to the working class in Canada will have to be outlined. Among the many subjects for consideration which need attention are: 1, The conditions arising from unemployment in the industrial centers in Canada; 2, Dominion and Provincial Legislation affecting labor interests; 3, Enforcement of the misrepresentation and monetary clauses of the Immigration Laws all the year round; 4, The proposed 8-hour Labor Bill; 5, Workmen's Compensation Acts in various provinces; 6, Amendments to the Industrial Disputes and Investigation Act; 7, Fortnightly payment of wages on all railways; 8, Proposed amendments to Dominion Elections Act; 9, Old Age Pensions and all the issues that are therewith connected.

Wheeler Elected Councilman

We were pleased to learn from a recent issue of the Los Angeles Citizen of the success of Brother Fred C. Wheeler in the recent municipal elections in that city. He ran as an independent labor candidate and is entering upon his second term in the council. How faithfully he served the public is attested by the huge vote he received, having led the councilmanic ticket. His vote was 57,232, his nearest opponent only polling 50,552. He also received over 10,000 votes more than C. E. Sebastian, the winning candidate for mayor. Brother Wheeler is a close student of municipal affairs, a man of good judgment and broad in his sympathies. No other councilman in the history of Los Angeles is said to have rendered more satisfactory service to the city. He is a prominent member of the U. B., and his face is a familiar one at Conventions in recent years.

Casual Comment



This is the first issue off the U. B. press.

* * *

The U. B. printing plant is now in operation.

* * *

"Our own plant, in our own headquarters, printing our own Journal. Some class, eh?"

* * *

The wheel of time brings many changes. In the old days we were not worrying much about printing plants.

* * *

The next issue of The Carpenter will be our thirty-fourth anniversary number. The U. B. came into existence in August, 1881.

* * *

If you have any reminiscences which you think might be worth while, bearing on the early history of the organization, send them in without delay.

* * *

The year 1881, was an eventful one in the American labor world. Closely following the birth of the U. B. in August came the establishment of the A. F. of L. at Pittsburg, the following December.

* * *

The Chicago boys have our hearty congratulations on the successful outcome of their hard fought struggle which resulted in obtaining for them practically everything which was demanded of the contractors.

* * *

A fight such as they put up was certainly deserving of success. Their splendid victory, gained despite the united opposition of the building interests, is something which will stand out in the annals of U. B. trade movements.

* * *

A minimum wage of 70 cents an hour, a three-years' agreement and—most im-

portant of all—the granting to them of the union shop conditions to which they clung tenaciously once more demonstrates the power of solidarity.

* * *

The University of Pennsylvania, which refused President Gompers a hearing within its walls a short time ago, started things once more by dismissing Professor Scott Nearing, assistant professor in the Warton School of Economy, from its staff.

* * *

Professor Nearing's pronounced views on the subject of trade unionism—our Journal has published some of them from time to time—proved too much for the liberal-minded authorities of the U. of P., so they felt it necessary to "can" him.

* * *

Is the boasted freedom of speech in our American universities only a myth, after all? It would seem, indeed, that about the only freedom of speech allowed in some of our famous institutes of learning is that which coincides with the views of the powers that be.

* * *

The American labor movement stands as a unit behind every effort made to see justice done in the case of John R. Lawson. If he does not emerge a free man from the position in which he has been placed as a result of the machinations of the western coal barons, more than 2,000,000 American trade unionists will want to know the reason why.

* * *

A number of sensational allegations are contained in the motion for a new trial in the Lawson case. No less than 221 assignments of error are charged. This, is must be admitted, is a goodly number even for such a travesty of

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justice as that trial proved to be, but the very nature of the errors charged show the lengths to which his enemies went to convict him.

* * *

Jury men are said to have been tricked and coerced into voting to convict the defendant and a mine guard named White has intimated that the man, Nimmo, was not shot by the strikers, but by the mine guards themselves. White and another mine guard contradict the testimony of three other mine guards who helped to convict Lawson.

* * *

The Chicago street railway men are to be congratulated on the swift ending of their recent strike. They gave a splendid display of their collective strength and at every stage the sympathy of the public was with them. It is to be hoped now that the question in dispute between them and the elevated and surface car companies will be adjusted satisfactorily by the arbitration board.

* * *

The Federal Bureau of Labor Statistics calls attention to the fact that no less than 25,000 wage earners of both sexes are killed in this country every year in industrial pursuits. Those workers disabled during the same period for more than four weeks at a time it places at 700,000. It would, therefore, seem that while the casualties are so great in our own industrial field we may be inclined to place undue emphases upon the slaughter in Europe.

* * *

No less a personage than George W. Wickersham who was Attorney-General under President Taft's administration, now affirms that the labor provisions of the Clayton anti-trust act will give the workers the relief its advocates claim. Coming from such a source this looks very reassuring. Mr. Wickersham is not over friendly to labor—indeed, he shows his bias quite plainly—but his opinion is all the more valuable for that reason.

The importance of high dues as a necessary adjunct of trade union success is referred to in an article elsewhere in this issue and should be given attention by the membership. Everyone realizes that to do its most effective work at the present time a union must stand squarely upon its own feet. The great cause of disastrous shipwrecks and failures in the union field is that many organizations depend mainly upon the assistance of brother unionists when trouble comes.

* * *

Failure to make adequate preparation for the rainy day by omitting to build up a strong treasury is the cardinal mistake which many trade unionists make. These men usually find by bitter experience that reliance on the good will and fraternal spirit of other unionists—who, perhaps, have many other calls upon them—is at best an uncertain quantity. Self-dependence is as great a virtue in a union as in an individual, and the best way to attain it in the former instance is by keeping the treasury replenished by establishing a system of reasonably high dues.

* * *

The latest move of the Anti-Boycott Association which is behind the so-called "open shop" crusade of the non-union sash, door and blind manufacturers of New York and Brooklyn in their fight against the members of the U. B. in that city was begun on June 22, when General Agent Charles H. Bausher was arrested on a criminal conspiracy charge under the anti-trust laws and the penal law. Warrants were issued for three other officers of the New York D. C. at the same time, Brothers O'Grady, Quinn and Stock, on the same complaint made by John Bossert of the firm of Louis Bossert & Sons. The complainant charges that his business in Manhattan, which formerly amounted to more than \$300,000 a year had been reduced to almost nothing by "the repressive acts of the union."

* * *

Bossert's affidavit asserts the existence of an alliance between the union of-

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ficials and manufacturers running union shops for the purpose of stamping out "open shop" products. These manufacturers, he says, employ spies to watch the disposition of non-union materials and when they are found being put into buildings the unions are notified to get busy and call a strike. This is the old complaint of the Anti-Boycott Association and is the very same charge which was made in the civil suit of Paine et al. vs. the Brotherhood, in which the Association was defeated, both in the District Court and the Circuit Court of Appeals of the United States.

* * *

We gather from "American Industries" that our friend Mr. Walter Drew, general counsel for the National Erectors' Association, is anything but pleased with the work of the Industrial Commission. He has interested himself in the personnel of the commission to the extent of endeavoring to find how the various members stand on the "closed" and "open" shop proposition. He is inclined to think that four members favor the so-called "closed" shop; three, he finds, favor collective bargaining upon a "closed" shop basis, while the two remaining members are said to favor the "open" shop. This is certainly cold comfort for Brother Drew.

* * *

Governor Walsh, of Massachusetts, has signed the bill which provides for pensions for laborers employed by the Massachusetts municipalities. The act is optional with cities and towns, and applies to those workers who have reached the age of sixty years and who have been in service not less than twenty-five years. The act shall be voted on by the cities and towns at the next election. Boston may retire laborers on pensions who have suffered permanent injury and who have been employed not less than fifteen years. Pensions for municipal laborers have been long in practice in parts of Europe.

* * *

The city council of Chicago deserves great praise for its prompt action during the recent street railway strike in pass-

ing an ordinance prohibiting the importation of strike breakers. The action followed the request of Police Chief Healy for an appropriation of \$400,000 for clubs, belts and cartridges to be used during the strike. The council by a vote of 57 to 10 took a determined stand and prevented the traction interests from bringing to the city a criminal element to break the strike of self-respecting workmen. It would be well if other industrial centers followed the action of Chicago in time of labor troubles. By doing so much bloodshed, violence and misery would be prevented.

* * *

Governor Carlson of Colorado is finding that he has raised something like a hornets nest because of his appointment of Granby C. Hillyer as judge of the specially created Trinidad judicial district, in which John R. Lawson was tried. Hillyer was counsel for the mine operators and one of his first judicial acts was sentencing the miners' leaders to imprisonment for life. The Governor has since stumped the state in an effort to justify his action, but from the temper of the people it looks as though his appointment of Hillyer will be the most regretted action of his official life.

* * *

In his testimony before the Industrial Relations Commission, organizer Santiago Iglesias, of the A. F. of L., painted a very gloomy picture of labor conditions in Porto Rico. He told of the workers there being thrown into jail on the slightest pretext and of great brutality toward the workers during the recent strike of the agricultural laborers on the island. While the Porto Rican government officials denied the allegations, nevertheless the frequent labor troubles there show that conditions are not as they should be in that western possession, Senor Iglesias, as is probably known, belongs to our organization.

* * *

The New York Central Federated Union recently passed a resolution commending Chairman Walsh for his work as head of the Industrial Commission. In the opinion of the union the work of

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the commission and its chairman had never been equalled in its comprehensiveness, all of which is very true, for never before has there been such a thorough and painstaking investigation of the troubles between capital and labor. Now that the newspaper outcry against chairman Walsh has seemingly died down, we are awaiting with interest the next move of his enemies.

* * *

The reactionary attitude of former President Taft was illustrated once more in his recent testimony before the judiciary committee of the constitutional convention of New York state when he urged the appointment rather than the election of judges. Mr. Taft was very emphatic on the point urging that it would "remove judges from politics." It is needless to say that he does not favor primary elections either, or, for that matter, any other progressive measure which would bring the people into closer touch with the affairs of government.

A Matter of Foresight

At a time when the question of an old home for the aged and infirm members of our craft is being seriously discussed the following extracts from two letters which appeared in recent issues of the Typographical Journal are likely to be read with interest. Both writers point out what they consider a serious defect in the palatial Home which the Typos have established in Colorado in that no provision is made for the faithful wife of the union man who expects to end his days there.

A brother who has been a member of the Typographical Union for more than thirty years, writes:

I have been confined at home more or less frequently the past six months with illness, and while lying awake nights studying as to what would be the fate of my family should my misfortune continue, there often came to my mind something like this: Here I am a fit subject for the Union Printers Home, and only the sense of duty due to my dependents keeps my shoulder to the wheel. Soon my two children will marry and leave home, and none will remain but myself, and faithful wife. Now, here's the rub—should I enter the Home—as I am entitled to do—what would become of the faithful and devoted woman who has stood by me in good and ill repute? I can

not take her with me to the Home because, owing to the lack of foresight of all of us, there is no provision made for her there. Then what? Shall I go off and leave her to shift for herself, while I leave to enter the magnificent Home prepared for me? Is there any man worthy of the Home who could do this? Then I say it is up to the organization, in the name of all we hold sacred, to transform the Union Printers Home so that our faithful wives can accompany us there, and together we can pass our last days. Doubtless there are many of the older members in the position described, and I should like to see this matter taken in hand by the younger blood and provision made accordingly. As now arranged, the Home is a worthless institution to the men who have done the most to establish and perpetuate it. To enter it without my wife would be like to entering into a whited sepulchre—and before I would do so, I would take my faithful companion by the arm, and we would "march over the hill to the poorhouse" together.

Another member, in the following issue of the Journal, says:

"Surely we, brothers of one of the greatest crafts in the world and members of one of the strongest unions, have overlooked a most important factor in our Home in not making some provision whereby a comrade, entitled to the comforts of the Home, may go there; and there, in the companionship of his faithful wife, enjoy what few comforts remain for him in his declining years.

Our Home in Colorado is indeed one of which we may feel justly proud, but should we not advance a step farther and provide for our devoted helpmates who have borne with us, uncomplaining, in the struggles we have faced, and fought by our side the battles that confronted us daily?

While I am still in my early thirties I can not but think of the time when my hair shall become white; when my step falters and my hand is uncertain; when I can no longer follow the pursuits of the craft; when, unless fortune has favored me in providing for the simple necessities of old age, I will have to choose between leaving the companion who drank with me the cup of sorrow as well as the cup of joy, to partake of the privileges of the Home, or, taking her by the hand, seek shelter in the town or county poorhouse. Should I leave her to care for herself—which I would not do—while I enjoy the comforts of the Home? Would my fellow craftsmen deem me a worthy resident of the institution? I think not."

There are also other indications to show that the Printers are fast becoming aware of the incompleteness of their Home under present circumstances and it is altogether likely that they will soon arrange matters so that entrance will not mean to the aged member separation from the companion of his lifetime.

Whether the U. B. shall embark upon a pension system or an old Home as a means of providing for the aged and feeble member is a question which the future must decide. Should a Home be erected, however, all probabilities are that care will be taken of the good wife as well as the aged brother.

News Notes from Local Unions



Cushing, Okla., L. U. 1599.—As we are endeavoring to place our new local on a solid footing and establish trade rules, traveling brothers would confer a favor by staying away from Cushing. We are asking for fifty cents per hour and an eight-hour day. Work is rather slack and several of the contractors are opposing us. Many of our members are unemployed. H. E. Rust, R. S.

* * *

Belleville, Ill., L. U. 433.—All traveling brothers are urged to keep away from Belleville, as conditions in the trade are very dull. More than half of our members are unemployed and future prospects are not bright. Peter Shoenhofer, R. S.

* * *

Huntington, W. Va., L. U. 302.—Carpenters are asked to stay away from Huntington until work opens up and differences existing in the building trades are amicably adjusted. There are a large number of unemployed carpenters in the city already. S. A. Maupin, R. S.

* * *

Bloomington, Ind., L. U. 1664.—Our local is getting along in good shape at the present time and we are taking in new members at every meeting. We would, however, advise all traveling brothers to stay away from Bloomington, as there is not a great amount of work available, although all our members are employed. E. E. Galloway, R. S.

* * *

Pratt, Kansas, L. U. 1137.—W. H. Hayden, organized a local at this place on June 12, when twenty-six members were admitted by initiation and six by card. It is probable that as many more will be admitted in the near future, most of whom have sent in their applications. The contractors are all favorable to organization and are lending their as-

sistance to the journeymen, so it looks as though we will meet with little or no opposition and will soon be able to report the carpenters of Pratt as one hundred per cent organized. C. J. Reuter, Frank Craver and S. Sweaney, committee.

Information Wanted

Information is wanted regarding Fred N. Yeager, a member of L. U. 1925, Columbia, Mo. He left home on January 14, and was last heard from in Kansas. He is nearly six feet tall; weighs 180 pounds, and is of a dark



complexion with grey eyes. His hair is black tinged with grey. A tooth is missing on each side of mouth and he has a little gold in front. Yeager left a wife and four small children, the eldest being six years. Information regarding him should be sent to Mrs. Addie M. Yeager, R. F. D. No. 5, Columbia, Mo.

* * *

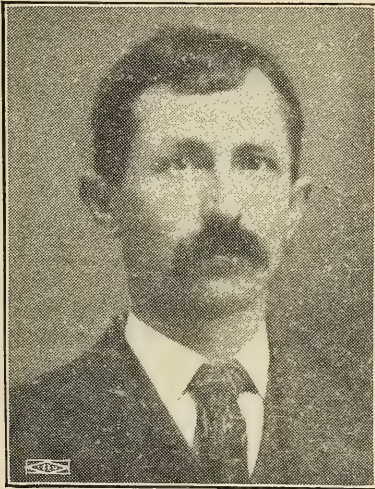
Arnold E. Schilling, a member of Parquet Floor Layers' L. U. 1242, of Cleveland, O., disappeared from his home in November last. He was pre-

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viously a member of the Iron Moulders' Union No. 218 in that city and also worked at the trade in St. Paul, Minn. Schilling is five feet seven inches tall; has light hair and blue eyes, and is 31 years old. He left his wife and three children without any means of support. It is thought he may have gone to Chicago. Send information to Mrs. A. E. Schilling, 754 St. Anthony Avenue, St. Paul, Minn.

* * *

This is a photograph of a carpenter named Wayne McKinney alias Charles L. Adams. He deserted his wife and family near Seattle in 1906, where he was known as McKinney. Coming to



Aberdeen, Wash., he assumed the name of Adams and under that name married a second time. He also joined the Aberdeen local of the U. B. McKinney or Adams is 42 years old, but looks older. He is 5 feet 7 inches tall; his hair is dark, but turning grey at the temples; he has brown eyes, a reddish brown mustache and a healthy complexion. He disappeared from Aberdeen in the month of March and it is thought that he may be in Alaska. Information concerning him should be sent to Mrs. Belle Adams, 300 West Heron street, Aberdeen, Wash.

* * *

Mrs. Beech of 154 Cashcart street, Birkenhead, England, is anxious to

learn the whereabouts of her son, W. J. Beech, a carpenter. She last heard from him in July, 1914. He was then in Omaha, Neb.

Expulsions

Ernest James, formerly the financial secretary of L. U. 94, of Providence, R. I., has been expelled from that local on a charge of having embezzled funds amounting to \$52.60. Financial secretaries and business agents are warned not to send money orders, etc., to this man, who is no longer a member of the U. B.

Forget It.

Forget the slander you have heard,
Forget the hasty, unkind word;
Forget the quarrel and the cause,
Forget the whole affair, because
Forgetting is the only way.
Forget the storm of yesterday,
Forget the chap whose sour face
Forgets to smile in any place;
Forget the trials you have had,
Forget the weather if it's bad,
Forget the knocker, he's a freak,
Forget him seven days a week.
Forget you're not a millionaire,
Forget the gray streaks in your hair;
Forget the home team lost the game,
Forget the pitcher was to blame.
Forget the coffee when it's cold,
Forget to kick, forget to scold,
Forget the plumber's awful charge,
Forget the iceman's bill is large,
Forget the coal man's awful ("weighs")
Forget the heat in summer days.
Forget wherever you may roam,
Forget the duck who wrote this poem;
Forget that he in social bliss,
Forgot himself when he wrote this.
Forget to ever get the blues,
But don't forget to pay your dues.

—Exchange.

Character.

Character is made up of small duties faithfully performed—of self-denials, of self-sacrifices, of kindly acts of love and duty.—Smiles.

Trade Notes



Successful Trade Movements.

Amarillo, Tex., L. U. 665.—Our local has a minimum wage scale of fifty cents per hour and an eight-hour day as a result of a verbal agreement with the contractors and prospects here are looking better now than heretofore. Brother O. Olson paid us a ten-day visit recently and his presence here did much good. Joe Parr, R. S. •

* * *

Bridgeport, Conn., District Council.—All the Bridgeport contractors are paying the new scale of 46 $\frac{7}{8}$ cents per hour required by our spring trade movement, which began May 1. Local carpenters are now receiving \$3.75 per day of eight hours.

* * *

Michigan City, Ind., Millmen's L. U. 1293.—We have entered into an agreement with the A. R. Colborn Company, of this city, which calls for a minimum scale for bench and machine men of thirty cents per hour, same to be effective for one year from June 1. The millmen have a nine-hour-day. John Schwark, R. S.

* * *

Oskaloosa, Iowa, L. U. 1034.—An agreement has been signed between the members of this local and the contractors, the terms of which include a minimum wage of fifty cents per hour and an eight-hour day. The old scale was 45 cents per hour. The agreement is to remain effective until April 1, 1917. Everything is now satisfactorily adjusted with the exception that work is rather scarce.

* * *

Charleston, W. Va., L. U. 1207.—Our trade movement entered into some time ago has been completely successful, all the contractors having agreed to pay the scale demanded. Agreement by contract was waived owing to a slight difference with some of the contractors on

the subject of the right of members to do repair jobs for individual owners. Everything is now moving smoothly. Our old scale was 40 cents per hour with no provision for foremen. The new scale, in operation for the next two years, calls for 45 cents per hour for all journeymen and 51 $\frac{1}{4}$ cents for foremen, a daily wage of \$3.60 and \$4.10, per day of eight hours, respectively.

* * *

Springfield, Mo., L. U. 978.—All the fair contractors in this vicinity have signed the agreement granting the members of L. U. 978, an increase in the wage scale of five cents per hour, same to take effect June 1. The current minimum wage is, therefore, fifty cents per hour for an eight-hour day. The increase was obtained without protest in face of the fact that conditions in the building trade here are slack and far from satisfactory. Our membership is steadily increasing and we entertain the hope that we shall yet have an organization which will include every competent carpenter in the city. C. J. McKee-gan, B. A.

"How To Make and Read Drawings."

Brother A. Edward Rhodes wishes to acquaint readers of The Carpenter that his book "Making and Reading of Drawings," which has been advertised in our columns, is now out of print. No further orders for this work can be filled. His new book, "How to Make and Read Drawings" is now in the hands of the printers and will be ready for distribution early in September. The new edition will be larger and more up-to-date than the old one.

True Equality.

All men are equal in their birth,
Heirs of the earth and skies;
All men are equal when the earth
Fades from their dying eyes.

'Tis man alone who difference sees,
And speaks of high and low,
And worships those, and tramples these,
While the same path they go.

Oh, let men hasten to restore
To all their rights of love;
In power and wealth exult no more,
In wisdom lowly move.

—Harriet Martineau.

State Council Activities



United Brotherhood of Carpenters State Councils

Colorado—President, Bert White, 1731 Washington ave., Colorado Springs, Colo.; secretary-treasurer, W. H. Hayden, 1947 Stout st., Denver, Colo.

Connecticut—President, Wm. J. Sullivan, 147 Clay st., New Haven, Conn., secretary, Geo. Chandler, 123 Greenwich ave., Greenwich.

Florida—President, Robt. M. Marshall, Lakeland, Fla.; secretary-treasurer, Frank A. Mullan, Box 599, Tampa, Fla.

Georgia—President, F. A. Morton, Waycross, Ga.; secretary-treasurer, G. Elmgren, Box 251, Savannah, Ga.

Indiana—President, W. F. Wilson, 401 E. Southern ave., Indianapolis, Ind.; secretary, James L. Tate, 1009 Extension Main st., Evansville, Ind.

Iowa—President, C. L. Beck, 400 B ave., West Cedar Rapids, Iowa; secretary-treasurer, W. B. James, 609 North Fifth st., Cedar Rapids, Ia.

Louisiana—President, G. W. Moore, New Orleans, La.; secretary-treasurer, John C. Moore, Shreveport, La.

Maryland and District of Columbia—President, Jos. E. Wontsisseth, 27 N. Mount st., Baltimore, Md.; secretary, A. E. Foltz, 612 N. Mulberry st., Hagerstown, Md.

Massachusetts—President, W. H. Walsh, 173 Washington st., Brookline, Mass.; secretary, P. Provost, Jr., 75 Bond st., Holyoke, Mass.

Michigan—President, F. C. Plambeck, 1101 N. 8th st., Saginaw; secretary-treasurer, J. E. Whittaker, 1317 W. High st., Jackson, Mich.

New Jersey—President, Samuel Botterill, 118 Main st., E. Orange, N. J.; secretary, John R. Burgess, 452 Hoboken ave., Jersey City.

New York—President, T. Gilmore, 21 Beaver Block, Albany, N. Y.; secretary, Chas. Fiesler, 405 E. 88th st., New York City.

Northwest State Council—President, R. O. Rector, 975 Gladstone ave., Portland, Ore.; secretary-treasurer, J. F. Weatherby, 863 E. Sherman st., Portland, Ore.

Ohio—President, John H. Potts, 646 Mellish ave., Cincinnati, O.; secretary-treasurer, John W. Beam, 1007 Summit st., Toledo, O.

Oklahoma—President, G. E. Warren, Route 7, Box 88, Oklahoma City, secretary-treasurer, D. N. Ferguson, 801 E. Broadway, Ardmore, Okla.

Ontario Provincial Council—President, James Marsh, 20 Jepson st., Niagara Falls, Ont.; secretary-treasurer, Tenison Jackson, 34 Applegrove ave., Toronto, Ont., Can.

Pennsylvania—President, D. A. Post, 416 S. Main st., Wilkes-Barre; secretary-treasurer, J. A. Ryan, 1712 S. 18th st., Philadelphia.

Quebec Provincial Council—President, Arthur Martel, 1399 St. Denis st., Montreal, Can., secretary-treasurer, Pierce Lefebvre, 301 St. Dominique st., Montreal, Can.

Rhode Island—President, A. M. Aldrich, 78 Crescent Road, Pawtucket, R. I.; secretary, C. Clarkson, 1022 Main st., Pawtucket, R. I.

Texas—President, D. B. White, 1103 N. Travis st., Sherman, Texas; secretary, J. E. Proctor, 833 Columbia st., Houston, Texas.

The British Woodworking Trades

According to the British Board of Trade Gazette for the month of June, men in the building trades have enlisted for the war in large numbers, with the result that, although building operations have been much restricted, there was very little unemployment among those remaining at home. In the brickmaking trade there was a slight decline for the month of May. An improvement was noted in the furnishing trades, and the coachbuilding industry continued good, with some overtime; in the other woodworking trades there was little change.

Gompers Scores Again.

One of the humorous incidents of the recent Industrial Commission hearings was a retort made by President Gompers while in the witness chair. A Mr. Berwind, a coal operator, who had preceded him on the stand had expressed the opinion that "there were good unions and bad unions" and the A. F. of L. executive was asked:

"Don't you think a union that didn't ask for shorter hours, higher pay and better conditions would be considered by employers a good union?"

"Yes, sir — magnificent," Gompers flashed back with a malicious smile. "Corporations think good unions are like good dogs—don't bite. They like unions that will sing 'My Country 'Tis of Thee,' and bless their employers."

Craft Problems



Concrete Forms for Groins.

(By Owen B. Maginnis.)

In the interest of the prevailing inclination of industrial science tending toward simplifying mechanical procedure, the following sketch has been written:

A "groin" as defined by architectural authorities, is "the curve formed by the intersection of two or more arches"—hence a groined ceiling or vault consists of a number of interpenetrating vaults or deep arches, forming a proportionate number of groins as they intersect each other.

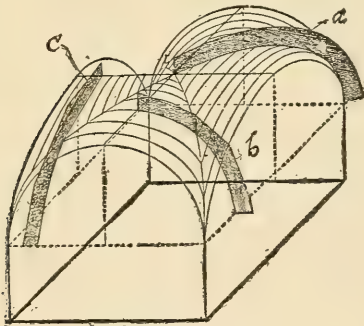


Fig. 1.

There are many kinds of these effective details employed in the higher branches of architecture, especially in ecclesiastical and public buildings where they are almost indispensable, except in those which admit of open timbered roofs or are intended to be plastered for fresco painting.

The simplest form of groin in use in domestic architecture is known as the barrel or cylindro-cylindrical vault and is developed by two semicircular vaults passing through each other at right angles as shown in Figs. 1 and 2.

In the first it will be noticed that the intersection of the groined diagonal ribs with the seat and outline of each arc set up just as they will appear

when in position, "a" representing the diagonal or "groin" rib or rafter, "b" that of the end section from ridge to plate, and "c" those on right and left

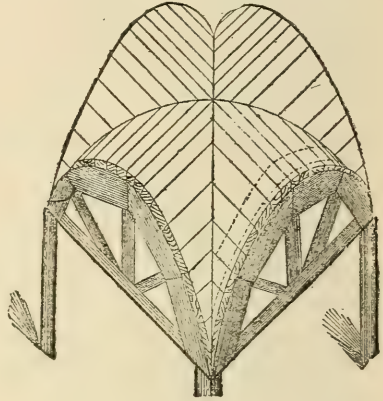


Fig. 2

sides. It must be noted too, that these ribs are intended for a lath and plaster groin, the rafter being on top and the lath and plaster underneath unlike Fig. 2, where the whole superstructure is placed on the center or form and is of reinforced concrete.

The Carpentry of Gothic Architectural Tracery

(By Owen B. Maginnis.)

(Continued from last month.)

We will now take up the matter of tracery work made out of the solid wood, by means of which, our splendid medieval predecessor craftsmen wrought by hand their unequaled examples and will commence with the handsome equalateral Gothic window head illustrated in Fig. 6.

This illustrates the equalateral arch of the 13th century, containing a circle as its central feature, with two lancet and three drop arches seen just above the spring line joint.

These arches are, however, subservient to the main central figure or in

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Gothic architecture termed a cinque-foil, which is tangential to the soffit curves of the outer head pieces or sweeps and the extrados or upper of the lancet arches, touching the vertex of that in the middle arch beneath, producing a window of pleasing and graceful character by the intersection of the curves.

This window must be laid out with a trammel rod full size on a floor or large table to the stated figured dimensions,

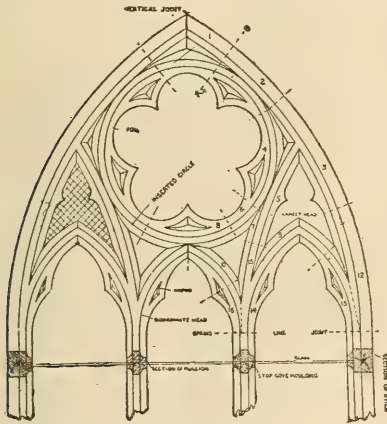


Fig. 6

the interior geometrical work being worked from dotted center lines and the intersections must be exact at all points: the construction in pieces, as it must be built up thus.

As the centers for obtaining the several radii can readily be found by following any of the published rules for determining the centers of arcs, it would be superfluous to discuss them in this article, so we will proceed with the constructive treatment.

This window is then built in sections or large pieces of wood the full thickness of the contemplated whole, in place of laminated, or in layers of many thicknesses. This is, if the timber be very good, the best form of construction.

The entire head having been laid down in the manner shown in Fig. 6, it is carefully studied over in order to find out how many and the least number of pieces of an average equal size it can be divided into, which will enable the

carpenter to saw them out with the least possible waste and get best results from his planks; also to gain that which is most to be desired—namely the joints abutting on the end wood, and saw across or transversely to the running up and down direction of the grain or woody fibres.

The top piece or that at the vertex corresponding to the keystone of this or any arch will have its joints lines, as A-B, in Fig. 6, right and left as indicated by the dotted lines and this key is wedge-shaped, thereby securing, when clamped or pressed down, all the pieces together. The surfaces of the joints are bored equally to allow for the insertion of 2, 3, or more oak dowels or pins, which are inserted into the upper joint of No. 2 section.

The bottom joint of No. 2 rests on and abuts against the top joints of Nos. 3 and 4, being similarly bored, with the left plane or surface of the joint on the radius of the inserted circle. No. 3 is the outside piece and has its radius same as the spring line of the equalateral curve, and is in the main part of the head with a portion of the Lancet head.

No. 4 has its joints, planes on the radius of the circle which abuts respectively under No. 2, against No. 5, and on top of No. 6.

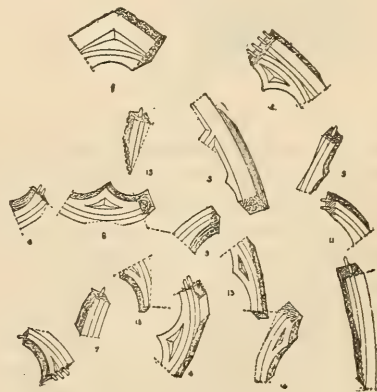


Fig. 7

No. 5 comes under the piece of the lancet arch of No. 3, and supports on its back joints No. 4, which fit into those shown on No. 4.

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No. 6 is a continuation of the circle going under No. 5 and against No. 7.

The continuation of the Lancet head No. 8 is a still further continuation of the circle fitting on top of the middle subordinate head.

No. 9 is the upper left piece of the right-hand lesser head in the lancet open-

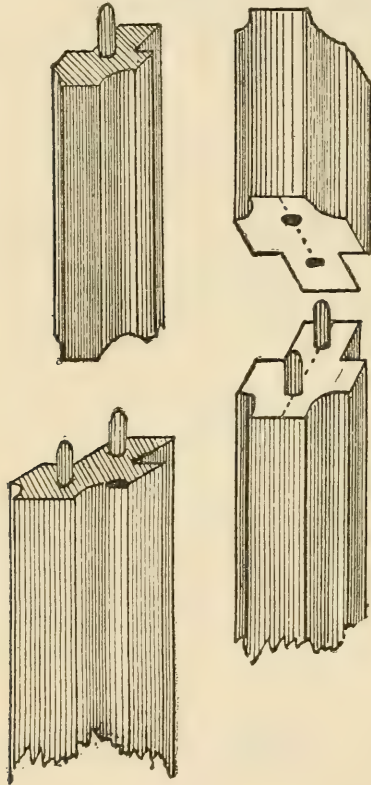


Fig. 8

ing, the plane of bottom joints being on radii of both the drop and lancet curves.

No. 10 is the top piece of the middle head, supporting No. 8, which is the bottom piece of the circle. The plan of the bottom joint of this piece is on the spring line as seen, also the center points of the drop-arch curves.

No. 11 is the piece opposite and abuts against No. 9, the dowels on the vertical joint's surface fitting into the surface of No. 9.

No. 12 is the last piece of the outer part which completes it down to the spring line joint.

No. 13 completes the lesser head in the lancet and No. 14 the opposite side, down to the spring line crossing the top joint on the right-hand mullion. It also has a double surface joint on the back.

No. 15 is that which finishes out the lancet, fitting into and wedging itself between Nos. 16 and 14 and No. 16 is the last piece necessary for the right hand side.

Duplicates of these are gotten out for the left side, which will attain the entire elevation as shown in Fig. 6.

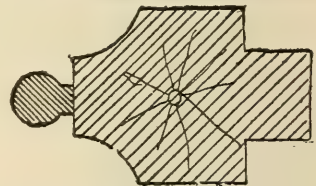
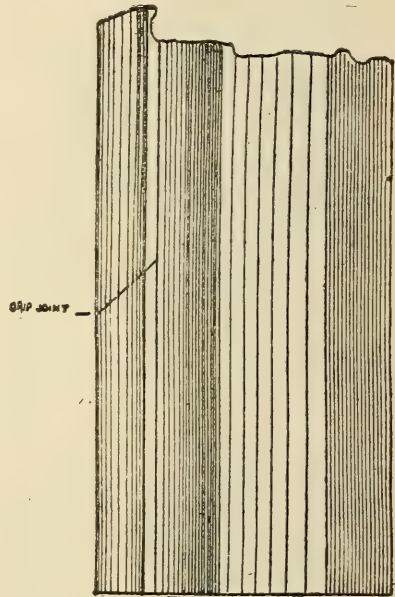


Fig. 9

Each of the sixteen separate parts required to form the right half of the design of the figure are shown isometrically in Fig. 7 with their exact shape so that readers may see how their gathering together will make up a perfect whole. But they must be studied like all mechanical details, so as to be understood and applied.

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The cross section on the lower part of this illustration delineates how the "diamond," or stained leaded glass is held in position by the stop head or cone, which is nailed into the rebates of the stiles and mullion on the inside, pressing the glass to a close watertight joint against the frame. The diamond form of glass can be recognized in the left lancet head.

The spring line joint is sawn square, and doweled when the thickness is greater than two inches, two being generally inserted in the manner shown in Fig. 8, which figure represents how thick bars and mullions were built up in pieces one on top of another. This system has been for a long time employed by carpenters, joiners and stonemasons with the difference that the latter craftsmen used bronze, iron or slate dowels, while ours wood, generally oak, these special materials being used on account of their resistance against the action of atmospheric influence as they would not expand or burst the stone or wood nor contract and loosen the joints.

We might also mention that a roll or large head with a quirk, like at Fig. 9, with a "drip" on beveled joint intersecting and mitering as it followed the outlines of the tracery and covering the joint at the reveals of the stonework or brickwork.

(To be continued.)

The Planning of a Home

(By Dwight L. Stoddard.)

It is an easy matter for an architect to plan a building that will do for the home of a renter, but not quite so easy to plan one for a really particular owner. To plan a real home for members of a family who intend to spend their entire lives in it, the owner is sure to be particular and every member of the family has to be perfectly satisfied.

Some time ago I was called on to plan a home for a family in medium circumstances. They had some property they had rented for years, but wanted to build a real home that would be a pleas-

ure to live in during the declining years of life. A relative of this retired couple and their children, although practically grown, were planning to stay with them and therefore were just as much inter-



ested in the planning of the home as the owner. Each one had some particular desire they wanted entered in on the plan. They did not want to put any great amount of money into it, as they did not have a great amount, yet they wanted good, fair-sized rooms.

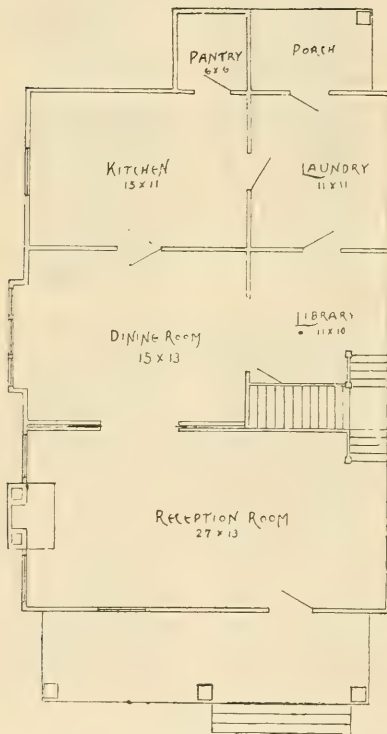
They wanted me to make them a sketch, so the next morning I took up a rough sketch, and they told me they were sorry to put me to that much trouble, for just after they talked with me a party called them up to come out and see a home which was for sale cheap, and they had gone up and practically bought it. However, as one after the other came around and looked at my sketch, they decided that they wanted me to go ahead and get up the plans and if they did not use them at once they surely would some day build after those plans. I mention this fact to let the reader know that after realizing their wants as well as I could, and giving them due consideration, I had combined their few suggestions in a way that seemed to more than please them. A good, big reception hall, a fair-sized dining room, large kitchen, laundry and library were all on the first floor, and even the pantry, if it were planned to be built on the back porch; there could

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be a cellar under the entire house; or, as the party I planned for wanted, just under the reception hall. The stairway goes under the other stairs, while the attic stairs go above the main stairs; and, as you will note, the one main stairs makes both a front and back stairs.

Now, you will note, if they have visitors and wish to lay their coats and wraps in an upstairs room, as a good

the upstairs is a convenient feature of this plan. The sun room that is so nice on a cold winter day can also be turned into a very valuable sleeping room of the outdoor variety by having the entire windows screened full-size on the outside so that the six windows can be opened as wide as desired. By having a regular shade hung as usual at the top it can be shaded like any window, and by



many people do, they can go right straight up and the door in front of the top of the stairs opens into a fine, big bedroom.

If it happens that they wish to take friends into the very best room, right there handy is the upstairs parlor. If it happens that some of the young folks want to study, the handy light and cheerful study is available. Should it be in the cold winter time, and they thought they needed a sun bath, take them back into the sun room; and if they want a real bath, that, too, is handy right on the same floor. Then when the day is gone there is the bedroom handy. So you see

having a muslin shade hung at the bottom and raised up as much as wanted there will be plenty of fresh air any night in the year, and even if it is cold and snowy on the outside the muslin shade will largely keep the snow out and nicely sift the cold air. I believe this is a better plan than any sleeping porch I have ever seen.

The idea of the plan is large, handy, square; neat, convenient rooms and the house nice in appearance, yet no added expense anywhere. I think the first-floor plan a good one and the upstairs, or second floor plan, even better. Should one not want an upstairs parlor or a

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study room, those rooms could be made into bedrooms and two good closets placed between them the same as the back bedrooms.

Other features are a good, roomy attic that can be used at any time; the house to be heated with hot air or water, as desired; the chimney as well as the fireplaces all built together in the one big flue. I planned this house 28x40, so the rooms are a few inches larger than given, as I give them in even feet. Of course this plan could be made larger or smaller.

Contracting Competition

(By A. A. Stafford, L. U. No. 141.)

We are at the present time in an age in which competition is very keen, so much so that at times it gets too strong for many in the contracting business. As a rule, however, they bring it on themselves by getting a little too greedy, or, perhaps, by not being onto their jobs of itemizing all material and estimating all cost of every kind.

The latter applies to all classes of contractors, educated and unlettered alike. Some of them trust to guess work in a haphazard manner. Others will figure on a job and turn in an estimate. If it is accepted, the contractor often finds, when he starts operations, that he has omitted from his material list a number of important items. Contractors of this kind often have no money and are not bonded, so that it is necessary for the owner himself to step in and pay the bill to complete the job. How often do we find the contractor with forethought, the man who knows his business and can correctly estimate the cost of a job, turned down because he is a few dollars higher than the man who feels his way blindly.

Take, for instance, a building on which there are a thousand and one things to figure on. That is where the man without a methodical system loses out. Slipshod figuring is a great evil. A contractor thinks of a trifling item about a job when making out his estimate, but determines to ignore it, or he

may be under the impression that a workman can do a certain piece of work in five minutes which may take him two hours. One or two omissions of this kind do not amount to much, it is true, but when they mount up they add a few ciphers to your figures and it means dollars.

Some men estimate a building by cube, but it is not safe to do so in all cases. Again, two men will figure on the same contract. One takes into consideration what the soil is, where he must excavate, what the shape of the site is, if he is going to be put to any extra expense on its account; how much trouble he is going to have getting his material on the job, the possible condition of the weather at the time he is to start operations, the possibility of getting good and sufficient help, and so on ad infinitum. But the other man never gives these things a thought, and he wonders afterward why he did not make any money. If you tell him he did not figure correctly he will say, "Why, I figured just the same as I did on a former job, and I came out good on that one."

My advice is, do not try to compete with this kind of contractor. Don't take any jobs for your health, unless you have plenty of money. Let the man take them who wishes to take a chance to make a few dollars. Just as soon as you start to figure on a job itemize the material, and the value, and add in the cost of labor. When you are through total up and add your percentage to cover incidentals, and you have the whole thing estimated correctly. Be sure and include everything, and carry out the extensions by having the costs combined. It means less figuring. Have a list on file for reference, with everything specified, and when anything new comes up add it to it. Then, when you start to make out an estimate, take your list and you can check up on everything you need for the job without a mistake or without danger of omitting something. Make your list in totals so that there may be only one figure to multiply by. For example, in the carpenter section:

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Framing lumber (per M, labor and spike). No. 1, \$42.50; No. 2....\$37.50
Sheathing (per M, nailed on complete) 37.00
Shingles (per M, nailed on complete). No. 1, \$6.70; No. 2..... 7.20

Suppose, now, that you have a list similar to this of everything that goes into the job; you will be obliged to know how much of each kind, and after having multiplied it by your cost figure you can learn just what each item costs complete. It is also well to make out your lists according to the prices in the locality in which you work.

How many men, especially in the smaller towns, get right down and figure out how much it will cost for a complete door or window of any kind in a building (except the painter), figure the frame, the casings, the door, hinges, lock, stops, nails and labor, all complete and ready for use. Have you ever figured it? I have, and I will say it takes three sets of figures to cover three classes of materials. Then again, there are extras, at times. On some jobs a front door alone will cost more than another one complete.

When contractors all figure on this basis there will not be so much competition among them. It pays to do some thinking. No sensible man should depend on mere guesswork as some do. The man who guesses and then robs the job to get by is a menace to the craft and a thief to his employer. On the other hand, the employer who will beat a contractor or any employe down below a good living wage is deserving of just as much censure and makes things still harder from the standpoint of competition.

Leveling Up Sills

(By Rowland Hill, L. U. 1582.)

All carpenters should be aware of the fact that the leveling up of sills is really one of the most important jobs when erecting a frame building.

If sills are level and straight all around, and girders the same, we can dis-

pense with the level almost, if not quite, entirely for the balance of the roughing in on the job.

Now, the question arises, what is the best method or instrument to use for getting best results in quality of work and cost of same? These two items are the ruling factors in business and do not necessarily imply "speeding up," but just plain honesty.

For large buildings a leveling instrument is often used, but in the hands of an inexperienced man it can be as faulty as any other "spirit level," often requiring a very fine sense of division to get bubble equi-distant from lines on glass, as a slight error here is that much in length of glass tube containing fluids and will be multiplied several times in length of level board, and it is very seldom indeed that we come out exactly with starting point after leveling around foundation.

Then, if we were buying a level for general use, as a carpenter I would prefer one that had been examined, tried and endorsed by the officers of my organization. But for leveling up sills we are of opinion that the water hose level has all of them beaten, and for the benefit of my brothers who may not be familiar with but would like to try it, will explain it.

An ordinary water hose forty or fifty feet long, or shorter, two glass tubes about six inches long, or two slim bottles with small necks. If bottles are used break a small hole in bottom to allow air to escape. Insert tubes or bottle necks in ends of hose. Make a mark around one of the tubes or bottles two inches from end with hose lying on the ground and both ends elevated. Fill with water, previously having one front corner of sills blocked to proper height. One man takes hose end with marked tube, the other end is held at any point along sills. Now, mark on tube held to top of sill at fixed corner will show whether other point is low or high and how much. If the water line is below mark, then the other point is low, and vice versa. Level same way all around from this point if

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possible, weight of hose lying on the ground. These points would be marked in far less time likely and a better job done than by almost any other method, you are sure, and that's the point.

It seems that the ancient builders were possessed with more cunning than those of modern times on the subject of leveling. Their innate artistic genius and their subtle knowledge of optics produced results the secret of which even the closest students of art did not discover until recently. The avoidance of straight lines, the almost imperceptible curving of long horizontal lines to prevent the appearance of sagging, the slight inward bent of perpendicular lines to prevent their seeming bending outward, thus in leveling up the stupendous edifices of ancient times our union brothers of that long ago must surely have taken into consideration the curvature of the earth as shown possibly by the water level in canals built around the structures to facilitate by floating the material from point to point.

We understand that if you will set a stake and then level from its top one-half a mile to top of stake No. 2, then move the instrument and level again from No. 2 one-half mile to stake No. 3, making one mile total, now taking a straight line from stake No. 1 to No. 3, stake No. 2 will stand above the line nine inches.

If this is true, then the curvature of the earth amounts to nine inches in one-half mile. At that ratio we would have curvature of four and a half inches in one-quarter mile; two and a quarter in one-eighth mile and one and one-eighth in one-sixteenth mile, which is about 330 feet.

But this thing is getting too big for me and would like to have Brother D. L. Stoddard take it up and explain it fully. The idea we wish to convey is that the earth curvature should be considered when leveling up sills or foundations where building has great length.

The work of boosting the U. B. label is an important duty.

Right or Left-Hand Door, Which?

Considerable interest has been taken in the controversy regarding what may be termed a "right-hand" or a "left-hand" door, which was started by the publication of a letter from Brother W. J. Martin, recording secretary of L. U. 772, of Clinton, Ia.

This month we print some of the replies received from members of the organization on the subject:

Editor The Carpenter:

In the May issue of The Carpenter is an inquiry from Brother W. J. Martin, L. U. 772, Clinton, Iowa, about a right and left-hand door. The International Correspondence School, Scranton, Pa., is probably as good an authority on this question as any institution or individual, as they get their information from the best source.

The school says that there is a rule established by the manufacturers of hardware so as to have a uniform basis to work on when filling a bill, and I think the hardware manufacturers consulted the architects' associations before they adopted this rule. The rule follows: (1) The hand of a door is always determined from the outside; (2) the outside is the street side of an entrance door, the corridor side of a room door and the room side of a closet door. The outside of a communicating door is the side from which, when the door is closed, the butts are not visible; (3) if, on standing outside of a door, the butts are on the right, it is a right-hand door; if on the left, it is a left-hand door.

In favor of this rule, I would like to point out that it is a person's natural inclination (caused probably by past experience) to take hold of the knob or handle of a right-hand door with the right hand when approaching from the outside and vice versa.

J. FOERSTER,
L. U. 343, Winnipeg.

Editor The Carpenter:

There would be no need for argument on the right hand or left hand

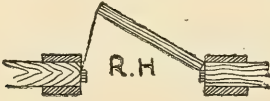
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door question if men would use their gray matter a little. Ever since starting the carpentry trade, the knowledge pertaining to the above question came to me by the markings on shutter hinges, which if you will examine, you will find that the right is on the right hand opening from you. "Nuf sed."

WM. E. BIRCH,
L. U. 122, Philadelphia, Pa.

Editor The Carpenter:

In the May number of the Carpenter I read the letter from Bro. W. J. Martin, Rec. Sec. L. U. 772, regarding what was a right or left hand door. I have always considered a right hand door to be a door, the hinge side of which was on my right when I stood in the jamb facing the door, no matter whether the door opened into or out of a room.



I have followed this method on numerous high class hardware schedules and have always found it to be correct, except where the hardware dealer had marked the lock "Reverse Bevel."

You may also know a door is right hand if when opening it in front of you, you take the knob in the right hand, in front of your left side and push the door around to your right; as shown in above sketch.

ESAU MOORE.

L. U. No. 6, New York, N. Y.

Editor The Carpenter:

I am always much interested in the questions and discussion which arise from time to time in The Carpenter, and I am glad to note that one has arisen on which I can perhaps throw a little light. I refer to the letter of Brother W. J. Martin, L. U. 772, relating to right and left hand doors. In the United States a right hand door is one in which the lock is on the right hand side of door when facing it from the side to which it opens. Or, to put it another

way, one which has the butts cut in on the left hand edge.

In England and some other foreign countries it is just the opposite.

I was connected for some time with a large lock manufactory and all right hand locks made for export to England were labeled "English Left."

Holding a lock right side up (as it goes on the door) with the bevelled face of the latch bolt from you, the bolts of a right hand lock will be on the right hand side.

Fraternally Yours,

WILLIAM N. SHAW,
Local 79, New Haven, Conn.

A Valuable Discovery.

An English building trades journal is authority for the statement that the discovery of the beauty of the grain of mahogany for furniture was purely accidental.

The story goes that a certain West Indian captain who had brought back to England some planks of mahogany as ballast, decided to give the wood to his brother, a Dr. Gibbons, then building a house in King street, Covent Garden, London. But the planks were so hard that the carpenters objected, and the plan for using them fell through.

Some time later Mr. Gibbons wanted a small box made, and the doctor sent the mahogany to a cabinetmaker. In his turn the cabinetmaker objected to the hardness of the wood, but the doctor persisted so much in his request that the order was finally executed.

The finished box polished so nicely that the doctor ordered a bureau made of the same wood. The cabinetmaker displayed that in his shop window before delivering it. The Duchess of Buckingham saw it and begged enough wood from the doctor to have it duplicated, and mahogany furniture soon after came into favor.

"There's nothing so hard to ride as a young broncho," said the Westerner.

"Oh, I don't know," replied the man from back East. "Did you ever try the water wagon?"—Toledo Blade.

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Opportunity For All

(By Margaret Scott Hall.)

We also learn by observation that the greatest secret of success in life is for a man to be ready when his opportunity comes. Being ready for one's chance when it comes is good and the next best thing is to give some brother a boost in the right direction. Improved facilities for acquiring an education are proving of great benefit. Through these facilities busy working people get a taste for intelligent reading. Any poor man who gets a thirst for knowledge or the habit of thoughtfulness is in possession of a great instrument of self-culture.

Rich, indeed, is any person who loves good reading. Once the craving to learn comes to a man, no disadvantages can entirely prevent his advancement. Where there's a will ambition is sure to find some way to rise out of obscurity, everything depends on the individual himself.

A faulty theory, to some extent, still fetters the selfish minds of financial masters. They use similar principles in controlling the employment system of the present time. Their argument is that instruction of the so-called "lower classes" unfits them for service in their accustomed station. They claim that a little learning is a dangerous thing and would cause insubordination and dissatisfaction. They realize that knowledge is power and its acquisition certainly lifts men above lower levels.

More and more, however, humane standards are prevailing. Live and let live is a good motto. Let every human being who wants an education have a chance for unlimited cultivation of his natural abilities. Then let the good news resound like the noise of a Fourth of July celebration—rejoice over the fairer prospect of the security of human rights to all the people.

The spirit of brotherhood is abroad and is insisting that all men must have a humane chance in the modern struggle for life, liberty and the pursuit of happiness.

"I Don't Know."

Not very long ago a writer in The Railroad Trainman drew attention, in a very brief but effective way, to an idiosyncrasy that is found not infrequently among a certain class of union men. This sickly state of mind may usually be detected when you get the same monotonous answer to the following questions:

Listen! When does your local meet? I don't know.

Who are your officers? I don't know.

How many members in your local? I don't know.

Any applications before the local now? I don't know.

Is your local in good financial standing? I don't know.

How much are your dues to the local? I don't know.

Are your dues paid up to date? I don't know.

Are your dues payable in advance? I don't know.

What induced you to become a Brotherhood man? I don't know.

Of what good are you to a local? Nobody knows.

If you have lapsed into this helpless condition, don't you think it's time to wake up?

The Carpenter's Lot.

To work with arm, as well as mind,

And use both brawn and brain;

To build a shelter for his kind,

Against the pelting rain;

To raise a castle for the rich,

A cottage for the poor;

To span the deep and dry the ditch,

Alike for wise and poor.

To build a bridal nest for two,

Or mansion grand and wide;

To home the many and the few,

Through life's broad ebb and tide;

To taut the fortress of the deep,

Against the deadly leak;

To safeguard man where waters creep,

Protect the strong and weak.

To follow in the steps of Him,

The Carpenter and Lord;

To work at bench with song and

hymn,

One of the happy horde;

To wield his tools with pride and love,

And strive to do his best;

Until the call sent from above,

Commands a final rest.

Exchange.

The Carpenter

Attitude of Koken Barber Supply Company of St. Louis, Mo.

We have received a circular relative to the Koken Barber Supply Co., from the undersigned organizations. It reads in part:

This firm has, for years, employed unorganized labor in its shops and factories. It has refused to grant to the workmen in its employ the right to organize, and endeavor to obtain better conditions as to hours and wages. It has discharged such of its employes that have joined the union in order to better their conditions. It has refused to enter into negotiations with the representatives of organized labor who have endeavored to obtain the same working conditions for its employees, as are enjoyed by the same classes of workmen in other shops, that are now employing union men. It has thus shown itself to be the persistent and uncompromising foe of organized labor.

It has come to our knowledge that some of the traveling representatives of this firm, who may be carrying a card are endeavoring to create the impression that the firm is a union firm, when this is not the case. The members and friends of organized labor are cautioned to contradict these actions of said traveling representatives, wherever noted, as the only reliable statement regarding this matter can be obtained from one of the undersigned organizations.

All central bodies and local unions are requested to give contents of this circular letter the widest possible publicity among their members. Have same read at each meeting whenever possible.

Earnestly soliciting the aid and support of organized labor and its friends everywhere in this matter, we remain, Fraternaly yours, Carpenters' District Council, Painters' District Council, I. A. of Machinists, District No. 9, Upholsters' Union No. 21, Metal Polishers, Buffers and Platers, Local No. 13, Sheet-Metal Workers' District Council, Plumbers and Steam-Fitters United Association, Stationery Engineers' Local No. 2.

An Aspect of the Unemployment Problem

Despite the work of Mayor Mitchel's committee, very little headway was made in New York city with the acute problem of unemployment during last winter according to a report of the United States Department of Labor. Investigators from the Department made a very thorough investigation of unemployment conditions there early in February and the result makes interesting reading. The number of wholly unemployed persons the report places at 398,000 or 16.2 per cent of all wage earners. The highest percentage in any important occupation was in the highly skilled trade of marble and stone cutters, which shows a percentage of unemployed at 47.3. Of common laborers, 34.2 per cent were workless.

In an introduction to the bulletin we find the following comment made:

"In order to reduce unemployment to the irreducible minimum it must be known how many persons are ordinarily idle from month to month and from season to season throughout the year and the particular industries and occupations in which this idleness occurs. Before the "problem of unemployment" can be solved it must first be stated. We must know how many machinists, carpenters, garment workers, unskilled laborers, etc., are out of employment before we can attempt intelligently to place these unemployed persons. The gathering of the statistics of unemployment is not the vain piling up of useless figures as is sometimes alleged. The extent of unemployment and its serious social and economic consequences have not been sufficiently recognized in this country. In the main unemployment has been looked upon as entirely or almost entirely due to crises, depressions, and the laziness of some of the working people. The remedies proposed and put in operation when a depression is upon us are utterly inadequate. We come to each new crisis totally unprepared to confront the inevitable fact of unemployment."

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This is very true, for in the past the problem of unemployment has never been grappled with in a thorough manner in our large cities. Too much emphasis have been laid upon the seasonal aspect of unemployment while as a matter of fact it has largely been a permanent condition in our industrial centers where employers of labor look with complacency upon this standing army of surplus labor, regarding it as a necessary adjunct to their own prosperity.

Danger In Certain Woods

The fact is well established that sawdust of some kinds is annoying and injurious to those who work about sawmills and other plants where the objectionable woods are used, says Hardwood Record. California laurel—which is not laurel but sassafras—is not widely known, and little of it goes to saw mills; but its reputation for annoyance is well established. The odor from the freshly cut wood produces headache, especially sharp pain over the eyes. The sawdust itself may not be directly concerned. The irritation is caused by oil from the wood, floating in the air, like that from a freshly-cut onion. No permanent harm results, and the unpleasant malady ceases soon after the cause is removed.

Another California and Oregon wood is clearly injurious to persons about sawmills where this wood is cut. Sailors on vessels carrying the lumber are sometimes seriously affected. The wood is the Port Orford cedar, also known as Lawson cypress. It grows in the dense forests in the vicinity of Coos Bay, in southwestern Oregon. This wood was the material principally used in building Sir Thomas Lipton's yachts. The crews of mills which saw the logs cannot work continuously, but must have frequent relief or they become incapacitated. The wood is so rank with oil that it resists the attacks of ants in the Philippine Islands where cargoes are sold for building purposes.

Some oriental woods have bad reputations because of injurious effects upon saw-mill workers. Satinwood's odor is pleasant enough when inhaled in small

doses; but too much of it works great harm.

Walnuts of different species, but chiefly the black walnut, commonly known as Circassian, are accused of serious injury to workmen who cut much of the lumber; but the reputation may not be wholly deserved. Some workers in walnut experience no annoyance.

Rosewood produces sneezing and headache among the workers.

The Duty Nearest Thee.

Let him who gropes painfully in darkness or uncertain light and prays vehemently that the dawn may ripen into day, lay this receipt well to heart: "Do the duty which lies nearest thee," which thou knowest to be a duty. The second duty will already have become clearer.—Carlyle.

What a Question

Stranger (to young lady behind the counter of general store in small inland town).—"Have you silk underwear?"

She (shifting her gum to other side of her mouth).—"On four dollars a week, in this dead hole? I should say n-o-t! Do you think this is New York?"—Ry. Employes' Magazine.

"HULLO."

W'en you see a man in woe,
Walk right up and say "Hullo,"
Say "Hullo" an' "How d'y'e do,"
"How's the world a-usin' you?"
Slap the fellow on his back,
Bring your hand down with a whack;
Waltz right up an' don't go slow,
Grin an' shake an' say "Hullo."

Is he clothed in rags? If so,
Greater the need of sayin' "Hullo,"
Rags is but a cotton roll
Jest for wrappin up a soul,
An' surely a soul is worth to you
A hale an' hearty "How d'y'e do!"
Don't wait for the crowd to go,
Walk right up an' sav "Hullo."

W'en big vessels meet, they say
They saloot an' sail away.
Jest the same are you an' me,
Sailin' on life's troubled sea
For some port beyond the fog
Without a compass or vessel's log.
Then let your speakin trumpet blow,
Lift your horn an' cry "Hullo."

Say "Hullo" and "How d'y'e do,"
Other folks are good as you.
W'en you leave your house of clay
Wanderin' in the far away,
Through the land beyond the range
Where all will be so new and strange.
Those you've cheered in hours of woe
Will all know you an' cry "Hullo."

—Sam Walter Foss.

Für Unsere Deutschen Leser



Verhandlung der ersten Vierteljahres- Sitzung 1915, des General- Exekutiv-Board

(Fortsetzung von letzter Nummer.)

Der Board zieht die, von der Indianapolis Konvention gefasste Resolution Nr. 42, in der der G. E. B. angewiesen ist, eine detaillierte Gewerks=Autonomie=Erklärung abzufassen und dieselbe der Gen.=Konstitution einzuverleiben, in Erwägung. Der Board findet, daß die Verschiebungen im Baugesamtwerte der letzten Jahre und das häufige Wechseln des, bei Errichtung der Gebäude, zur Verwendung kommenden Materials, sowie der Errichtungsmethoden, die Bau=Industrie derart beeinflussen, daß wenn heute ein detaillierter Plan angenommen würde der die Grenzen der mannigfachen Arbeiten festsetzt, so könnte es geschehen, daß sich dieser Plan schon morgen oder übermorgen überlebt habe. Aus diesen Gründen ist es schwer Grenzen festzusetzen die in unseren verschiedenen Zweigen und Arbeiten als Richtschnur dienen könnten. Als Richtschnur im allgemeinen die sich unsere Mitglieder bedienen können, sei es hier festgestellt, daß die Gewerks=Autonomie der Vereinigten Brüderschaft der Zimmerleute und Bauhandwerker von Amerika folgende Arbeiten einschließt: Zubereitung durch Maschinerie, fabrizieren, formen, fügen, zusammensetzen, montieren, anschlagen und abbrehen allen, aus Holz, Holzmetall oder Fasern bestehenden Materials oder solchen das teilweise aus Holz, Holzmetall oder Fasern besteht. Ebenso die Montierung und Auseinandernehmen von Holzbearbeitungs=Maschinerie wenn es zur Ausfühung dieser Arbeiten der Geschicklichkeit, Kenntnis und technischen Ausbildung eines Carpenters bedarf; sei es in der Handhabung einer Maschine oder Handwerkzeug. Unser Jurisdiktions=Anspruch erstreckt sich somit über nachstehend verzeichnete Fächer und Unterabteilungen:

Carpenters and Joiners; Ship Carpenters, Joiners and Caulkers; Shipwrights and Boat Builders; Railroad Carpenters; Bridge, Deck and Wharf Carpenters; Stairbuilders; Floor Layers; Cabinetmakers; Bench Hands; Furniture Workers; Millwrights; Car Builders; Box Makers; Reed and Rattan Workers, und alle an Holzarbeitungs=Maschinen beschäftigten Arbeiter.

Wenn die Bezeichnung „Carpenter and Joiner“ in Frage kommt, so sollen alle hier spezifizierten Fächer und Unterabteilungen darunter verstanden sein.

Der G. E. B. verfügt, daß wenn ein Mit-

glied drei Monate Beiträge schuldet, dessen Name in dem Bericht des Finanz=Secretärs des Monats in dem das Mitglied außer Benefit kommt, aufgeführt werden, doch es erst im folgenden Monat als nichtgutstehend betrachtet werden soll. (Regelmäßige Beiträge sind im Voraus zahlbar und somit am 1ten eines Monats fällig.)

25. Februar 1915.

Abwesend sind: Duff, welcher einer Konferenz der Forest Products Association in Chicago beizuohnt; Hutchinson, welcher in Chicago mit der Brunswick=Valley=Collender Co. und der L. U. in Muskegon, Mich., wegen eines Vertrages in Unterhandlung steht, und Potts, welcher in Cincinnati an einer Metalltrim=Konferenz teilnimmt.

Cleveland, O. — Besuch des D. C. um Genehmigung und finanzielle Hilfe, in einer, am 1. März 1915 inkraft tretenden Forderung für höheren Lohn und kürzere Arbeitszeit für Shop und Fabrikarbeiter. Wird gewährt und finanzielle Hilfe zugesagt.

Rutnam, Conn. — In Erledigung eines Besuches der L. U. 818, ihre Mitglieder möchten von der Entrichtung von Rückständen, wie dies Sekt. 71 der Gen.=Konstitution vorschreibt entbunden sein, beschließt der Board: Da diese Mitglieder nicht die Beitragsrate entrichtet haben wie sie es laut Sekt. 71 und laut Instruktion hätten tun sollen, ist der G. E. beauftragt, L. U. 818 zu benachrichtigen, daß wenn diese Mitglieder vor, oder am 1. Juli 1915 ihre Schulden beglichen haben, sie dann als gutstehend betrachtet werden und sofort zu Benefit berechtigt sein sollen. Das Gesuch wird abgewiesen.

Detroit, Mich. — Der D. C. dieser Stadt ersucht den Board um Indossierung eines, gegen eine Nicht=Unionfirma gerichteten Ausstandes, und finanzielle Unterstützung ihrer daran beteiligten Mitglieder. Der Board beschließt keine Unterstützung leisten zu können wo es sich um eine einzelne Firma handelt und weist das Gesuch ab.

In Uebereinstimmung mit Frage Nr. 70 der von der Urabstimmung gutgeheißenen Amendements, unterzieht der G. E. B. die Gen.=Konstitution einer eingehenden Durchsicht, zwecks Beseitigung widersprechender Bestimmungen und Wiederholungen.

26. Februar 1915.

Alle Mitglieder sind anwesend.

Die erneuerten Bürgschaftspapiere des G. E. für die Summe von \$20,000.00, ausgestellt von der United State Fidelity and Guarantee Co. in Baltimore, Md., werden akzeptiert und dem Präsidenten des Board zur Verwahrung übergeben.

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Dasselbe geschieht bezüglich der erneuerten Virgischafspapiere des G. Sch. für die Summe von \$50,000.00, geliefert von der Ocean Accident and Guarantee Corporation in New York.

Die Erwägung und Durchsicht der amenden Gen.-Konstitution wird fortgesetzt.

27. Februar 1915.

Alle Mitglieder sind anwesend.

Stockton, Cal. — L. U. 266 sendet ein Telegramm, die neuesten Nachrichten bezüglich des Standes der Aussperrung enthaltend und bewilligt der Board die Summe von \$756.00 zur Unterstützung der beteiligten Mitglieder.

Louisville, Ky. — Der L. U. 64 wird die Summe von \$300.00 für Organisationszwecke angewiesen, deren Verausgabung der G. P. überwachen soll.

Ottawa, Ont., Can. — L. U. 93 ersucht um Geldbewilligung zur Unterstützung ihrer arbeitslosen Mitglieder. Da der Board nicht ermächtigt ist, für solche Zwecke Gelder zu bewilligen, wird das Gesuch abgewiesen.

Albany, N. Y. — Von L. U. 117 ist vollständiger Ausweis über die Verausgabung ihr bewilligter Streitgelder eingelaufen, welcher zu den Akten gelegt wird.

Coney Island, N. Y. — L. U. 1425 protestiert in einem Schreiben gegen eine ihr, seitens des G. S., zugesandten Notiz wonach sie fünf Monat Kopfsteuer schulde; sie seien im Besitz von Quittungen die zeigten, daß dies nicht der Fall sei. L. U. 1425 war am 19. Januar 1915, dem Datum der Notiz, gutstehend wie sie behauptet. Der G. S. wird ausgewiesen die L. U. aufzufordern alle vor obigem Datum erhaltene Quittungen für Kopfsteuer einzusenden und wird die Angelegenheit bis zur April-Sitzung zurückgestellt.

Clinton, Ga. — Gesuch der L. U. 772 um Genehmigung und finanzielle Unterstützung ihrer, am 1. Mai 1915 in Kraft zu tretenden, Forderung für eine Lohnerhöhung von 7½ Cents per Stunde. Genehmigung wird erteilt; finanzielle Unterstützung soll erfolgen je nachdem Streikberichte in der G. D. eintreffen.

Morgantown, W. Va. — Ein ähnliches Gesuch wie im vorhergehenden Falle stellt L. U. 1339 indem es sich um eine Lohnerhöhung von 4 Cents per Stunde handelt. Das Gesuch wird in derselben Weise erledigt, doch der L. U. empfohlen bei nächster Gelegenheit für den Achtstundentag einzutreten.

Allentown, Pa. — Ein weiteres ähnliches Gesuch stellen die L. U.'en 135 und 1680, welche eine, am 1. Mai 1915 in Kraft zu tretende Forderung für einen Minimallohn von 37½ Cents per Stunde zu stellen, beabsichtigen. Gesuch wird gewährt, vorausgesetzt, daß der D. C. die Forderung billigt und wird diesen L. U.'en ebenfalls der Rat erteilt, bei nächster Gelegenheit einen Vorstoß für den

Achtstundentag und den Union-Shop zu machen.

Keno, Neb. — Ein Schreiben der L. U. 971 wird verlesen in dem Auskunft über die Haltung der Atkins Saw Company gegenüber den organisierten Arbeitern gewünscht wird. Der G. S. wird angewiesen, die gewünschte Auskunft zu erteilen.

Gloucester, Mass. — Protest der L. U. 910 dieser Stadt gegen die Handlungsweise des North Shore D. C. in der er den L. U.'en 888, 1210 und 1516 Salem, Mass., die Erlaubnis erteilte, die Eintrittsgebühr neuer Mitglieder zu erhöhen, welche Handlungsweise der 1te G. B. P. guthieß. Der Board entscheidet, daß der North Shore D. C. das Recht hatte, diese Erlaubnis zu erteilen.

Die Durchsicht und Redigierung der neuen Gen.-Konstitution wird fortgesetzt.

1. März 1915.

Außer Kirby und Martel sind alle Mitglieder anwesend.

New York, N. Y. — Gesuch der L. U.'en 138 Manhattan, N. Y., und 32 und 214 Brooklyn, N. Y., der Board möge einen Plan ausarbeiten wodurch die verschiedenen Arbeiter die mit unserem Label zu versehen sind, wie Kalamine, Cabinet oder Maschinenarbeit, unterschieden werden können; und ferner einen Plan der es ermöglicht festzustellen, an welchem Datum das Label an diese Arbeiten oder Material angebracht wurde.

Der G. B. P. entscheidet, daß es unpraktisch wäre das Label mit dem Datum des Anbringens zu versehen und was die Unterscheidung zwischen des in den Shops hergestellten Materials betreffe, so genüge hierzu die Shop Nummer des Labels.

Cape Girardeau, Mo. — Gesuch der L. U. 1770 um Sanktion und Unterstützung einer Bewegung für eine Lohnerhöhung von 3 1/3 Cents per Stunde, welche am 1. Juni 1915 in Kraft treten soll. Wird gewährt, mit der Empfehlung die Erringung des Achtstundentages nicht außeracht zu lassen.

Lynn, Mass. — Ein ähnliches Gesuch der L. U. 1767, Shop und Fabrikarbeiter, wird an den G. B. P. verwiesen behufs Untersuchung der Arbeitsbedingungen, denen die Gesuchsteller unterworfen sind.

Die Redigierung der Gen.-Konstitution wird fortgesetzt.

2. März 1915.

Abwesend sind: Kirby, Martel und Post. Wheeling, W. Va. — Gesuch des Ohio Valley D. C. um Genehmigung und finanziellen Beistand in einer Bewegung zur Erringung einer Lohnerhöhung und besserer Arbeitsbedingungen für outside Carpenters und Shoparbeiter. Die Forderung soll am 1. Mai 1915 in Kraft treten. Wird an den G. B. P. zur Untersuchung der Gewerkslage verwiesen.

Die Konstitutionsarbeiten werden fortgesetzt.

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3. und 4. März 1915.

Kirby, Martel, Guerin und Post sind abwesend.

Die Durchsicht und Redigierung der amnestierten Gen.-Konstitution nimmt die Zeit dieser beiden Sitzungen völlig in Anspruch.

5. März 1915.

Abwesend sind: Kirby, Martel, Guerin, Post und Blackmore.

Cleveland, O. — Besuch des Cuyahoga County D. C. um Bewilligung von tausend Dollar für Organisationszwecke. Wird an den G. P. zur Untersuchung der Gewerkslage verwiesen.

Canton, O. — Besuch der L. U. 143 um Sanktion und finanzielle Hilfe in einer Bewegung zur Erringung einer, am 1. Mai 1915 in Kraft zu tretenden Lohnerhöhung von 5 Cents per Stunde. Sanktion wird erteilt; Unterstützung soll erfolgen je nach dem Streikberichte in der G. O. einlaufen.

Die Durchsicht und Redigierung der Gen.-Konstitution wird fortgesetzt und beendet.

Da keine weiteren Geschäfte vorliegen, wird das Protokoll verlesen und angenommen und der Board vertagt sich, um am 6. April wieder in Sitzung zu treten.

Frank Duffh,
Sekretär des G. C. P.

Verhandlungen der zweiten Vierteljahres-Sitzung 1915 des General-Exekutiv-Board.

Nachstehend erwähnte Angelegenheit wurde während dem, zwischen der vorhergegangenen und dieser Sitzung gelegenen Zeitraume, durch brieflichen Meinungsaustausch zwischen den Boardmitgliedern und dem General-Sekretär erledigt.

20. März 1915.

Montreal, Que., Can. — Besuch des D. C. um offizielle Genehmigung und finanzielle Unterstützung einer Bewegung zur Aufrechterhaltung des im Distrikt geltenden Lohnvertrages. Beides wurde gewährt; Unterstützung soll erfolgen je nachdem Berichte in der General-Offize einlaufen.

Indianapolis, den 6. April 1915.

Die zweite Vierteljährliche-Sitzung des General-Exekutiv-Board wird durch General-Präsident Kirby eröffnet und sind alle Mitglieder anwesend.

Folgende Besuche um Genehmigung von Gewerksbewegungen mit finanzieller Unterstützung werden gewährt:

Montclair, N. J. Distrikt-Council, für Einführung der achtfündigen Arbeitszeit in Shops und Fabriken (mills) am 1. April 1915.

Toledo, Ohio L. U. 25, für Einführung des Samstag-Halbfestertages am 1. April 1915.

Nokomo, Ind. L. U. 734, für Lohnerhöhung von 5 Cents per Stunde, in Kraft zu treten am 1. Juni 1915. In diesem Falle

wird die L. U. ermahnt, ihren nächsten Anlauf der Einführung des Achtfundentages zu widmen.

LaCrosse, Wis. L. U. 1143, für eine Lohnerhöhung von 5 Cents per Stunde, in Kraft zu treten am 1. Mai 1915.

Columbus, Ind., für den Achtfundentag und \$3.00 per Tag Minimallohn, in Kraft zu treten am 1. Juli 1915.

Vincennes, Ind. — Ein ähnliches Besuch der L. U. 274 wobei es sich um eine Lohnbewegung im Interesse der Shop und Fabrikarbeiter handelt, wird zurückgestellt und der G. C. angewiesen nähere Information über Erfolgsaussichten einzuholen.

Chicago, Ill. — Der General-Präsident wird instruiert, Präsident Mez und Sekretär Galvin des Distrikt-Councils telegraphisch nach der General-Offize zu berufen um über die gegenwärtige Lage in Chicago mit Bezug auf die projektierte Lohnbewegung Auskunft zu geben.

Baltimore, Md. — Auf Empfehlung des G. P. bewilligt der Board der dortigen Mitgliedschaft die Summe von \$600.00 zu Organisationszwecken deren Vorauszahlung der Kontrolle des G. P. unterstehen soll.

Ein Rechnung des Advokaten Beattie, für, durch Führung verschiedener Prozesse in New York entstandene Unkosten im Betrage von \$3,500.00, wird zur Zahlung angewiesen.

Der G. P. unterbreitet die Abschrift eines Vertrages welchen Vertreter unsererseits mit Vertretern der Vereinigten Brauereiarbeitern eingegangen sind, und zwar über Herstellung von Bar-Einrichtungen, Bierstößen und Stellmacher Arbeit in Brauereien und anderen, unter Kontrolle der Brauereiarbeiter stehenden, Arbeitsplätzen. Der Vertrag ist bereits von den Brauereiarbeitern in Aussicht und findet ebenfalls die Billigung des Boards. Die Veröffentlichung dieses Vertrages im „Carpenter“ wird angeordnet.

Geldbewilligungen werden gemacht wie folgt:

New Castle, Pa. L. U. 206, die Summe von \$200.00 zur Bekämpfung von Nicht-Union-Arbeitsbedingungen in Shops.

Bay City, Mich. L. U. 116, \$300.00 für Organisationszwecke. Besuch wurde in letzter Sitzung zurückgestellt. Alle Bewilligungen sollen vom G. P. kontrolliert werden.

Nachstehend verzeichnete Besuche um Geldbewilligung zu Organisationszwecken werden abgewiesen:

Knorrville, Tenn. L. U. 225, ebenfalls früher zurückgestellt, wird an den G. P. verwiesen.

Harrisburg, Pa. L. U. 669, wieoben, wird nochmals zurückgestellt bis der D. C. das Besuch für berechtigt gefunden und dasselbe genehmigt hat.

Fond du Lac, Wis. L. U. 782, der G. P. wird ersucht, einen Organisator nach dem Orte zu entsenden und ist damit das Besuch erledigt.

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Stockton, Cal. L. U. 266 berichtet über den Verlauf der Aussperrung und spricht ihren Dank aus für die ihr vom Board geleistete Unterstützung.

Moncton, N. B., Can. L. U. 1249 ersucht in einem Schreiben ihr zu gestatten einen Gewerksvertrag mit der Intercolonial Railway Company anzustreben. Wird dem G. B. zur Untersuchung der Sachlage überwiesen.

Hadenjask, N. J. — der Bergen County District-Council teilt in einem Schreiben mit, daß sich nun alle Lokals des Districts dem Council angeschlossen hätten und alle Bedingungen, die sie zu Geldbewilligung berechtigten, erfüllt seien. Wird den Akten einverleibt.

Die Bürgschaftspapiere des Chief-Clerks in der General-Offize, auf die Bürgschaftssumme von \$2,000.00 lautend, welche von der Ocean Accident & Guarantee Corporation, Ltd., in New York geleistet wird, wird entgegen genommen und dem G. S. zur Verwahrung übergeben.

San Francisco, Cal. — Ein Gesuch des Bay Counties District-Councils um einen Geldbeitrag zur Verteilung der Verteidigungskosten im Falle M. A. Schmidt, wird abgewiesen.

Rocatello, Ida. L. U. 1258 fragt an, ob eine Schindeler's (shinglers) Union der Vereinigten Bruderschaft beitreten könne. Der G. S. wird instruiert, die Frage zu bejahen.

Coffehville, Kan. — Der G. S. unterbreitet ein Schreiben der L. U. 1212 in welchem sie sich darüber beklagt, daß ihren, an einer Gewerksbewegung beteiligten Mitgliedern, seitens des Boards Unterstützung verweigert wurde. Da in diesem Falle das Board nicht vorher um Genehmigung angegangen wurde, schließt sich daselbe der vom G. S., in seinem Antwortschreiben aufgeführten Begründung dieser Weigerung an.

St. Cloud, Minn. — Ein Schreiben liegt vor von L. U. 930 bezüglich eines seit dem 1. April vorsichgehenden Ausstandes in dieser Stadt zur Erringung einer Lohnerhöhung. Da die Genehmigung des Boards zur Einstellung der Arbeit nicht eingeholt wurde, kann der Fall nicht eher berücksichtigt werden als bis die L. U. den Bestimmungen der Constitution und Gesetze nachgekommen ist.

Vancouver, B. C., Can. — Eine Zuschrift des Präsidenten der L. U. 617, bezüglich Geldbewilligung zu Organisationszwecken, hat der G. S. bereits beantwortet und wird die Antwort gutgeheißen.

New York City. — Der G. S. unterbreitet ein Schreiben der L. U. 309 bezüglich des kürzlich vom Board gefaßten Beschlusses, daß die Namen aller Mitglieder die für den dritten Monat ihre Beiträge schulden, der G. S. zuzufenden seien. Der G. S. wird instruiert, L. U. 309 hierüber Aufklärung zu geben.

Rock Island, Ill. — Von dem Tri-City D. C. läuft vollständiger Ausweis, über vom Board letztes Jahr bewilligte Streikunterstützung ein, welcher zu den Akten gelegt wird.

Lowell, Mass. — L. U. 1468 schildert in einem Schreiben die mißlichen Verhältnisse in denen sie sich gegenwärtig befindet und ersucht das G. C. B. um Beistand zur Hebung derselben. Wird zurückgelegt bis der G. B. eine Untersuchung vorgenommen hat.

Lynn, Mass. — L. U. 1767 ersucht um Sanktion und finanziellen Beistand in einer, vom D. C. indossirten Bewegung für eine, am 1. Mai 1915 inkraft zu tretende Lohnerhöhung. Diese Angelegenheit war bereits am 2. März vom Board in Erwägung gezogen und an den G. B. zur Untersuchung betreffs Arbeitsstunden und Minimallohn verwiesen worden. Nach Entgegennahme des Berichtes des G. B., wird Sanktion erteilt und finanzielle Unterstützung, einlaufender Berichte entsprechend, zugesagt.

7. April.

Alle Mitglieder sind in dieser und allen bis zum 17. April stattfindenden Sitzungen anwesend.

Präsident Brown von der International Union of Timber Workers erscheint vor dem Board betreffs Anschluß dieser Organisation an unsere Bruderschaft, wenn es sich erweisen sollte, daß die Jurisdiktion der Bruderschaft dies zuläßt und eine befriedigende, dahingehende Vereinbarung getroffen werden könne.

Er macht Angaben über Einrichtungen, Vorgehen, die Zahl der Lokal-Unions der Timber Workers und die Benefits die sie ihren Mitgliedern gewähren, und erklärt seine Organisation wünsche als District oder als untergeordneter Körper in die Bruderschaft aufgenommen zu werden. Diese Angelegenheit wird zur ferneren Erwägung zurückgestellt um Präsident Brown Gelegenheit zu geben einen praktischen Vorschlag sowie ein Exemplar der Constitution der Timber Workers einzureichen.

Lima, Ohio. — Gesuch der L. U. 372 um Genehmigung und finanzielle Unterstützung einer Forderung für Lohnerhöhung von 5 Cents per Stunde, inkraft zu treten am 15. Juni 1915. Dieses Gesuch wurde in der Februar-Sitzung behufs Untersuchung der Gewerkslage durch den G. B., zurückgestellt und nach Entgegennahme seines Berichtes wird das Gesuch gewährt. Finanzielle Unterstützung soll einlaufender Berichte entsprechend erfolgen.

Wheeling, W. Va. — Ein ähnliches Gesuch des Ohio Valley D. C., ebenfalls in einer früheren Sitzung in Erwägung gezogen und in dem es sich um eine am 1. Mai 1915 inkraft zu tretende Lohnerhöhung und bessere Arbeitsbedingungen im allgemeinen, für outside sowohl für Shoparbeiter handelt, wird nach Entgegennahme des Berichtes, des

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vom G. P. entsandten Deputirten gewährt.

Cleveland, Ohio. — Besuch des D. C. um Bewilligung von tausend Dollar zu Organisationszwecken. Dasselbe wurde am 5. März an den G. P. zur Untersuchung verwiesen und wird nach weiterer Erwägung abgelehnt.

Lawrence, Mass. — Ein Besuch der L. U. 1896 um finanzielle Hilfe, welches ebenfalls bereits früher erwogen und an den G. P. behufs Untersuchung verwiesen wurde, wurde nach Kenntnisaufnahme des Berichtes dieses Beamten gewährt und wurde der L. U. die Summe von \$18.50 zur Unterstützung ihrer, an dem Ausstände im letzten Sommer, beteiligten Mitglieder bewilligt.

Der G. P. unterbreitet verschiedene Vorschläge Bruder D. J. Farley's betreffs Organisation der Carpenter in kleineren Städten und entlegenen Distrikten. Wird den Akten einverleibt.

Gemäß der, dem G. P. in der letzten Sitzung des Board erteilten Instruktionen, erstattet derselbe Bericht über die annähernden Kosten der Einrichtung der Druckerei in der General-Offize, in der das monatliche Journal, „The Carpenter,“ und andere Drucksachen hergestellt werden sollen. Der G. P. wird ermächtigt, die Errichtung der Druckerei sobald als möglich in Angriff zu nehmen.

8. April.

Präsident Broton von der International Union of Timber Workers erscheint abermals vor dem Board und unterbreitet folgenden Plan zur Verschmelzung obiger Organisation mit der Vereinigten Brüderschaft der Bau-schreiner und Zimmerleute von Amerika: 1. Die Timber Workers sollen als Gesamtkörper in die V. B. aufgenommen und deren Gesetzen unterworfen sein. 2. Distrikt-Councils, aus Timber Workers bestehend, sollen gebildet werden, welche die Interessen ihrer Mitglieder wahren sollen. 3. Organisatoren sollen ernannt werden mit der Aufgabe die Arbeiter dieses Gewerkszweiges zu organisieren u. s. w. Da jedoch letztere aus Tagelöhnern, Trägern, Fuhrleuten, Packer, Aufstappler, Ingenieuren, Feuerleuten und anderen bestehen, und auch Sägemühlensarbeiter in ihren Reihen haben, wird die ganze Angelegenheit an den G. P. verwiesen, welcher eine Untersuchung über die Bestandteile der Mitgliedschaft fraglicher Organisation, wie weit diese entwickelt ist, wie hoch ihre Beiträge sind, welche Benefits sie gewährt und unter welchen Bedingungen sie in die V. B. aufgenommen werden kann, anzustellen. Sobald der G. P. diese Untersuchung vollständig beendet hat, soll er seinen Bericht einreichen.

Die Verbesserung der Arbeitsbedingungen denen Carpenter und Stellmacher in den Fabriken der International Paper Company unterworfen sind, wird in Erwägung gezogen und wird der G. P. instruiert den be-

treffenden Organisator telegraphisch anzuweisen bei obiger Compagnie darauf zu bestehen, daß sie den Forderungen unserer Organisation gerecht werde.

Victoria, B. C., Can. — Ein Besuch der L. U. 1848 um finanzielle Hilfe wird nochmals in Erwägung gezogen und abgelehnt.

Jacksonville, Fla. — Der Central Trades and Labor Council dieser Stadt wünscht, daß ein vom Board ernannter Organisator in dessen Dienste trete. Da der G. P. bereits Verfehrungen zur Entsendung eines Organisators nach Jacksonville getroffen hat, ist das Gesuch erledigt.

Präsident Weh und Sekretär Galvin vom Chicago D. C. haben dem Rufe der Board Folge geleistet und sind anwesend. Sie geben Aufklärung über die Situation in jener Stadt mit Bezug auf den vom D. C. angestrebten neuen Gewerksvertrag, outside und Choparbeiter betreffend, sowie über Erfolgsaussichten. Ihren Angaben ist zu entnehmen, daß ein sofortiger Erfolg nicht zu erwarten ist. Einige Arbeitgeber haben den Vertrag schon unterzeichnet während andere sich weigern dies zu tun und eine beträchtliche Anzahl der Mitglieder liegen noch auf der Straße; doch wird der D. C. dafür sorgen, daß letztere keine Not leiden.

Da der General-Offize eine Mitteilung zugegangen ist wonach sich L. U. 1125 Central Falls, R. I., unter den Gesetzen des Staates Rhode Island inkorporieren ließ und einen Charter dieses Staates erwirkte, faßt das G. C. B. folgenden Beschluß: „Den Lokal-Unions der V. B. ist es nicht erlaubt sich als Gesamtorganisation inkorporieren zu lassen. Die Vereinigte Brüderschaft der Bau-schreiner und Zimmerleute von Amerika ist eine, auf freiwilliger Basis aufgebaute, nicht inkorporierte Organisation, aus (Fortsetzung folgt.)“

Wichtig für Refordierende Sekretäre

Das vierteljährliche Zirkular für die drei Monate, Juli, August und September, das vierteljährliche Paßwort enthaltend, ist an alle Lokalunionen geschickt worden. Damit sind 6 Blankets für die Finanz-Sekretäre. Drei davon sind an die General-Offize zu senden für die Monate Juli, August und September und die andern drei sind auszufüllen und für zukünftige Referenzen zu behalten. Auch sind sechs Blankette für den Schatzmeister, welche zum versenden des Geldes an das Hauptquartier zu gebrauchen sind.

Refordierende Sekretäre, welche dieses noch nicht erhalten haben, sollen sofort Gen. Secy. Frank Duffy, Carpenters Gebäude Indianapolis, Ind. benachrichtigen.

Département Français



AVIS AUX SECRETAIRES ARCHIVISTES

La circulaire trimestrielle couvrant les mois de Juillet, Août et Septembre et contenant le mot de passe a été envoyée à toutes les unions locales de l'Union Fraternelle. Sous le même pli, vous trouverez six imprimés pour le S. A. Trois devront être employés pour les rapports à l'office général pour les mois de Juillet, Août et Septembre et les autres serviront de duplicates et devront être conservés dans les archives. Aussi, vous trouverez six imprimés pour le trésorier, qui devront être employés quand vous envoyez de l'argent à l'office général.

Les secrétaires qui n'auraient pas reçu cette circulaire et ces divers imprimés au moment où ils recevront le journal devront en informer immédiatement le secrétaire général Frank Duffy, à la maison des Charpentiers à Indianapolis, Indiana.

RETIRE L'ENDOSSEMENT DONNE AU CACHET DES "JOURNEYMEN TAILORS."

A la convention de la Fédération Américaine du Travail tenue à Philadelphie en Novembre dernier un rapport fut soumis à propos de l'Union des "Journeymen Tailors of America" qui ont changé le titre de leur organisation et se nomment "Tailors Industrial Union." On rapporta aussi que depuis l'adoption du nouveau titre les tailleurs ont organisé des unions locales composées de travailleurs qui sont sous la juridiction des "United Garment Workers," et, que, de plus, ils ont adopté un nouveau Cachet.

La Fédération Américaine du Travail ordonna à l'Union des "Journeymen Tailors" de reprendre par le referendum leur premier titre, l'Union des "Journeymen Tailors of America," et de cesser de violer les droits de toute autre union dans l'industrie des vêtements. On don-

na jusqu'au premier jour d'Avril, 1915, pour que l'Union des "Journeymen Tailors" se conformement à cette décision.

Nous recevons une communication du Bureau exécutif de la Fédération Américaine du Travail, annonçant que l'Union des "Journeymen Tailors" n'avaient pas obéi à la décision de la Convention de la Fédération, et, qu'en conséquence, on avait retiré l'endossement donné au Cachet des "Journeymen Tailors." Nous basant sur cette décision nous donnons avis à nos membres de ne plus reconnaître le Cachet de l'Union industrielle des tailleurs, adopté illicitement, et que d'autres localités acceptent en dépit de la décision de la Fédération Américaine du Travail réunie en convention.

UNE GRANDE ASSEMBLEE

Le premier coup de canon de la campagne de propagande, organisée par le Conseil de district des charpentiers-menuisiers de Montreal, a été tiré le 3 Juin dans la grande salle de l'hôtel de ville, au Mile-End. M. J. Chisholm, présidait. Devant une assemblée attentive et soucieuse de s'instruire, MM Arthur Martel, membre de l'exécutif général de la Fraternité Unie des charpentiers-menuisiers d'Amérique, Alphonse Verville, député ouvrier de Maisonneuve, Joseph Ainey, commissaire de la cité de Montréal, et Narcisse Arcand, organisateur, provincial de la Fraternité Unie, ont tour à tour exposé la nécessité de l'organisation ouvrière, à l'heure présente, et ses multiples bienfaits. M. Martel a montré, chiffres en mains, que là où les ouvriers sont unis, les salaires raisonnables sont payés; mais là où ils vivent désunis, les conditions du travail sont désastreuses. M. Alphonse Verville a dénoncé, en termes éloquentes et d'une grande énergie, ce qu'il a appelé le "péril féminin", c'est-à-dire l'invasion de la femme dans les industries, où peu

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à peu elle va remplacer l'homme. M. Verville voit là un des symptômes les plus alarmants pour l'avenir de la société, et déclare que seules les organisations ouvrières sont capables d'enrayer le mal. MM. Jos. Ainey et Narcisse Arcand insistèrent sur la nécessité pour les ouvriers du métier de se rallier sous le drapeau de la Fraternité Unie des charpentiers-menuisiers d'Amérique.

POURCENTAGE D'EMPLOI

Tous reconnaissent qu'il y a plus de monde sans emploi aujourd'hui qu'à aucune date depuis 1893, et peut-être plus encore qu'à cette date. Il est difficile de donner exactement le pourcentage d'emploi, mais un recensement récemment pris à New York dans certaines groupes d'édifices où demeure la classe ouvrière démontre que seize par cent des travailleurs à gages sont sans ouvrage, tandis qu'un grand pourcentage de ce qui reste ne travaille que partiellement.

Les experts croient que cela représente à peu-près la condition d'emploi aux États-Unis, et nous supposons que la même chose existe au Canada. Le fait qu'un grand nombre de travailleurs, aux États-Unis et au Canada, sont employés à la production de munitions et autres choses nécessaires à la guerre ne contrebalance pas le manque de travail dû au dérangement général dans les affaires causé par le conflit européen.

Cette guerre est évidemment la principale cause de la stagnation actuelle. Les États-Unis sont neutres, mais les industries souffrent considérablement du dérangement causé par la guerre. Le manque de marché pour le coton a mis cette partie entière des États-Unis où pousse le coton un pauvre marché pour d'autres produits, et ceci est un des exemples des effets qui affectent les différentes industries, avec le résultat qu'un grand nombre de personnes sont forcées au chômage, tandis que d'autres ne travaillent que partiellement, et que ceux qui ont du travail continu sont bien peu nombreux s'ils sont fortunés.

Il est parfaitement naturel qu'il y ait

beaucoup de mécontentement au milieu de tant de détresse. Quelqu'en soit la cause, le travailleur et sa famille souffrent du nécessaire, et il n'est que naturel qu'il y ait mécontentement. La condition du travailleur est assez mauvaise en temps normal, mais elle est insupportable aujourd'hui que la stagnation des affaires causée par la guerre actuelle le prive de travail.

Et que fera-t-on? La coopération pour soulager cette détresse est le seul remède. Nous ne pouvons contrôler la guerre. Nous ne connaissons pas le temps qu'elle durera. Nous ne pouvons l'arrêter. Nous devons l'endurer, et nos âmes devront se doubler de patience jusqu'à la fin. Nous ne devons offrir notre travail au rabais ou couper les prix pour avoir des commandes quand, en faisant cela, nous abaisserions le niveau de la vie et des gages et qu'il nous faudrait recommencer notre travail d'amélioration du dernier échelon après la guerre.

L'histoire des guerres démontre qu'elles sont suivies par des périodes d'activité extraordinaire. Les pays dévastés par le fléau de la guerre essaient à réparer les dommages causés. Cela veut dire que l'ouvrage ne saurait manquer aussitôt que le canon aura cessé de gronder. Cela indique que la main d'oeuvre sera en demande; ceux qui travaillent achèteront tout ce qui sera nécessaire à la vie avec leurs gages, et il y aura opportunité pour le travailleur à gages de gagner sa vie.

Le fardeau de recréer le riche et de suppléer aux nécessités de la vie est porté par le travailleur à gages. Ce qu'il recevra en échange de ses efforts dépend en grande mesure de lui-même.

La guerre ne relève pas le travailleur à gages du devoir de maintenir son organisation d'union. Au contraire, ce devoir devient plus intense. Nous ne sommes pas à faire des châteaux en l'air ou à courir après l'arc-en-ciel. Dire que la guerre est injuste ou que le système actuel de l'industrie n'est pas bon ou que le travail a droit à tout ce qu'il produit ou exprimer autres du même caractère ne seraient que des platitudes. Le mou-

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vement de l'union des métiers existe pour un but pratique dans le présent pratique et l'avenir pratique. En dépit du fait que la guerre est injuste, nous avons la guerre, et après la guerre nous aurons la paix, non pas parce que la paix est juste, mais parce qu'elle est inévitable; et avec la paix viendront l'activité dans l'industrie et l'opportunité de travailler par tout l'univers.

Et quand cette opportunité arrivera, la part du travail ne sera pas tout ce qu'il produit, que cette théorie soit juste, chimérique ou autrement; le travailleur aura la part que ses propres efforts lui assureront; si le travailleur ne fait aucun effort sa part sera moindre, et s'il agit de concert avec ses compagnons sa part sera plus forte; et ceci est vrai, toujours, en temps de guerre comme en temps de paix.

CHOSSES ET AUTRES.

Désire-t-on que le mouvement du travail soit plus puissant? Qu'on obtienne plus d'avantages dans les heures, les salaires et les conditions du travail? S'il en est ainsi, que toute personne qui le désire soutienne la cause avec une loyauté sans défaillance par la parole et par les actes et s'efforce d'obtenir que tout salarié avec lequel elle entre en contact en fasse autant. Fortifiez l'union de votre métier. Fortifiez l'union de tous les autres métiers. Fortifiez la Fédération Américaine du Travail. Jouez votre rôle dans l'organisation de la puissance d'achat des salariés et les succès qui ont été obtenus jusqu'à présent sembleront insignifiants en comparaison de ceux qu'on pourra obtenir si seulement les unités qui composent les 2,000,000 de membres de la Fédération Américaine du Travail se décide à faire davantage pour le mouvement que de se contenter de voir figurer leurs noms sur les listes de members.

Le mouvement du labeur est essentiellement humanitariste. C'est une lutte contre le gaspillage, le gaspillage de la vie humaine, de l'habileté et de la ca-

pacité humaines, des possibilités en ce qui concerne le développement intellectuel, moral et social de la race. Il voit de grands bienfaits qui vont à des élus peu nombreux et une existence précaire, ou pas d'existence du tout, pour la multitude. De plus, il voit ces élus affaiblis et dégradés par la satiété, même alors que la multitude souffre. Son idéal est l'amélioration de la race tout entière. Il aspire au moment où le labeur, au lieu d'être méprisé comme il l'est aujourd'hui sera honoré, où la valeur d'un homme sera estimée, non pour l'argent qui provient du travail des autres, mais pour les services qu'il est capable de rendre à la Société. Il voit dans un avenir prochain que la société se rendra compte d'une façon universelle que le jeu dans le labeur rest un jeu en vies humaines et que cela doit cesser et qu'un nouvel idéal doit être établi qui mettra le bien-être de l'humanité au-dessus des inquiétudes de l'heure présente quant à la prospérité. Avec confiance, il espère des lois qui assurent à tout être qui vient au monde une opportunité raisonnable de faire sa vie.

* * *

Quelques membres des unions ouvrières sont indifférents ou négligents en ce qui concerne l'acte de présence aux réunions et une part active dans les activités de leurs unions. Mais il y a une chose qu'ils peuvent faire sans ennui ni inconvénients pour eux-mêmes — c'est d'exiger toujours que chaque article qu'ils achètent pour eux-mêmes et pour leurs familles porte l'étequette d'union et de refuser d'accepter tous ceux qui ne la portent pas.—Minnesota Union Advocate.

* * *

L' "American Pressman" dit:

"Le labeur organisé non seulement s'efforce d'obtenir de meilleures conditions de travail pour les salariés, mais par le moyen de l'éducation, elle amène par degrés l'admission du principe que le travailleur manuel est un être humain qui a droit aux bonnes choses de la vie. La vieille idée que le travail est un article commercial qui doit être obtenu

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au meilleur marché possible est en train de céder la place à l'idée moderne et plus humaine que le travail doit être rétribué par un salaire de vie. En parlant en termes larges, nous commençons à mettre les droits humains au-dessus des droits de propriété. C'est au travail organisé et à des défenseurs que revient le crédit pour ce grand oeuvre."

* * *

Le labeur, et surtout le labeur organisé, désire ardemment une augmentation des écoles et une diminution des prisons, plus de livres et moins d'arsenaux, un travail plus régulier et moins de crime, plus de justice et moins de vengeance—en un mot, plus d'âme dans la vie et moins de privations et d'oppression pour les travailleurs. Ses trois demandes fondamentales sont; des salaires plus élevés des journées plus courtes et de meilleures conditions de travail. Il demande des salaires plus élevés parce que des salaires plus élevés amènent forcément un niveau de vie plus élevé, une meilleure santé pour les travailleurs, des opportunités plus grandes pour leurs enfants, des citoyens plus conscients et une augmentation du bonheur général. Il demande des journées plus courtes, parce qu'elles fournissent des opportunités pour l'éducation de soi-même, pour la vie de famille, pour les amusements sains et pour le développement d'un type plus raffiné d'hommes et de femmes. Enfin, le labeur demande la protection contre des conditions de travail malsaines et dangereuses, parce qu'elles causent des maux cruels et inutiles aux travailleurs et font un sacrifice insensé du bien-être de la masse pour le profit de quelques êtres cupides et sans entraîles.

* * *

Un journal de Boston a publié l'histoire d'une fille-commis dans un magasin départemental, avec des gages de sept piastres par semaine, démontrant comme il est difficile de subvenir aux besoins de l'existence avec cette somme. Un grand magasin départemental se formalisa de cette histoire et retira son annonce du journal en question. Le

journal recommença la publication de l'histoire dans le même cadre où paraissait l'annonce du magasin, avec l'explication qu'on avait retiré le patronage en conséquence de la dite histoire. Peu après, dans le même cadre, parut une lettre annonçant que tout avait été réglé à l'amiable entre le journal et le magasin en question qui reconnaissait aux éditeurs le droit de conduire leur publication d'après leur vues, et annonçant que les membres de la corporation du magasin avaient agi un peu à la hâte après avoir pris connaissance de l'histoire qui les avaient rendu un peu nerveux. Il serait intéressant de recevoir d'autres explications de ce magasin départemental, ainsi que d'autres du même genre, nous disant pourquoi cette histoire a énervé les propriétaires de cet établissement. S'il y a une classe de travailleurs à gages sous le soleil qui ressent le besoin de se syndiquer afin d'acquérir la liberté d'action collective et de briser les chaînes qui les retiennent captifs dans les associations de secours mutuels dirigées par et pour les patrons, c'est bien la classes des employés des magasins à départements. Boot and Shoe Workers' Journal.

* * *

Il est difficile de compléter une organisation, mais il y a progrès de ce côté, Chaque année démontre un gain distinct dans la force totale du mouvement laborieux.

* * *

Nul étendard de gages, quelqu'élevé qu'il soit, pourrait représenter l'objet principal du travail syndiqué. Plus nous avançons plus nous désirons aller de l'avant. C'est le progrès.

* * *

Plus nous obtenons plus nous désirons obtenir. Ceci ne veut pas dire que nous remunons éternellement les choses afin de causer du débat; nous voulons simplement établir que nous désirons marcher de l'avant d'une manière générale, améliorant notre position, la condition de nos familles et de ceux qui viendront après nous.

Death Roll



CALDER, JOHN, of L. U. 87, St. Paul, Minn.

FORETHOUGHT BEGETS EFFICIENCY.

(By E. H. Clark.)

There is no time lost by figuring out what you are going to do, and planning the how before you begin a task. A teacher of mine, a very practical and commonsense man, once said to our class in mathematics: "When you have thirty minutes for a very difficult problem, if necessary, use twenty-five for concentrated thought, then you can do the visible work in five minutes."

I have worked with a fellow for several years who takes, apparently, no thought of how easily he can do something, but rather how quickly he can get rid of it. As a rule he does good work, but he invariably chooses the most difficult way to accomplish it. A little thought beforehand would eliminate a great deal of costly trouble.

The race is not always to the swift. I do not object to the fellow who is working for me being a little slow in his movements if, after he has completed a piece of work, there is plain evidence of efficiency. It is a very common thing to hear workmen boasting of how much work they can turn out in a day or a week, but fast work does not always imply good workmanship. I saw a carpenter fitting and hanging a door not long ago. The door was thoroughly dry, and he made a snug fit of it all right, but after a few days of damp weather it took thirty minutes of perplexing labor to get that door open. The mechanic failed to consider the physical condition of the material before he began. I hung a veneered door (one side poplar, the other pine) in a bathroom. It was damp weather when I fitted it. I left it open. It swelled more and would

not shut by a big margin. It was varnished on one side and enameled on the other while in that condition. The lady who had the job done insisted that I plane it off so that it would shut. I politely explained to her that when the furnace was in operation it would be all right in a day or two. She almost grew angry with me—but we waited. My prediction came true; the door worked perfectly. Had I done as she wished it would have been ruined.

The object of this article is this: Physical conditions must be considered in all kinds of building material, and also surroundings. If you ignore them trouble will result. Common sense is the best guide for any workman. If you practice the important and efficient virtue of forethought in what you undertake, you cannot go far wrong. The exercise of this principle, even to the most delicate details, pays handsome dividends, so let us by this means try to be more efficient in our work, for this is the only thing that gets more work.

Crime of Childhood

God, what a system! God, what a crime!
A blot on the ages, a stain on the time;
God, what a pity! God, what a shame!
Civilization is only a name,
Poor little kiddies working like slaves!
Babies destroyed and sent to their graves!
From sunup to sundown—toiling all day,
Wearing and wasting their lives away—
Here in the foremost spot of the world—
Here, where the red, white and blue is unfurled!
Under the Statue of Liberty light—
God, what a horrible, pitiful sight!
Who is to blame and what are the laws?
Find them, punish them, wipe out the flaws.
What is the answer, ye men that have power?
Do something for God sake—this is the hour.
Don't preach and investigate—wake up and do,
Flesh and blood are both crying to you,
While men with millions in autos are flying
Poor little work girls in sweatshops are dying.
Civilization is only a name.
Oh, men, with your millions, wake up and be brave.

—A. W. Staehle.

1412 Blair Ave., St. Louis, Mo.

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CLAIMS PAID DURING JUNE, 1915

Claim No.	Name of Deceased or Disabled and Cause of Death or Disability.	No. of Local Union	Membership Yrs. Mos.	Amount Paid.
24394	Wm. Brake, nephritis	2	14	\$125.00
24395	Harvey Heins, (dis) accidental injuries	2	2	200.00
24396	F. E. Raines, nephritis	52	31	5 300.00
24397	Mary Hughes, diabetes	75	15	7 75.00
24398	Mrs. Giulia Ferroni, parametritis	95	4	9 75.00
24399	David H. McCray, heart disease	132	6	.. 75.00
24400	John Daily, tuberculosis	200	9	11 300.00
24401	Wm. J. Ryan, pneumonia	203	4	2 200.00
24402	Wm. E. Chambers, carcinoma	430	4	.. 200.00
24403	Anthony Netzer, phthisis pulmonalis	698	15	.. 300.00
24404	John T. Wilhelm, shock-hemorrhage	1722	4	6 200.00
24405	Walter Peterson, bronchial asthma	1747	10	.. 300.00
24406	Charles Nickler, nephritis	5	18	8 125.00
24407	Gilles Clermont, leukaemia and heart disease	10	28	4 300.00
24408	M. Caplice, paralysis of insane	13	10	2 300.00
24409	Geo. W. Beavers, Bright's disease	14	2	2 50.00
24410	Fred C. Cooper, cerebral hemorrhage	24	17	7 300.00
24411	Mrs. Ella C. Greenfield, tuberculosis	26	7	11 75.00
24412	Chas. S. Woodbridge, hemorrhage	79	15	1 300.00
24413	Ole Melby, nephritis	131	6	7 300.00
24414	John Butterly, endocarditis	163	18	.. 125.00
24415	Wm. P. McMillan, apoplexy	190	8	8 300.00
24416	G. I. Brannum, disseminated spinal sclerosis	198	13	7 125.00
24417	P. J. Maloney, (bal) tuberculosis	326	10	3 66.66
24418	Mrs. Mary Dorey, hemorrhage	390	15	2 75.00
24419	G. Harwood, nephritis	483	8	7 75.00
24420	Con Schott, bright's disease	515	16	8 300.00
24421	James Jones, tuberculosis	526	4	8 200.00
24422	Chas. O. Johnson, myocarditis	643	8	3 75.00
24423	Mrs. Jennie Purdum, heart disease	660	13	1 75.00
24424	Mrs. Sarah Walcheck, fracture of skull	687	9	11 75.00
24425	Mrs. Katherine M. Crouse, tuberculosis	701	2	7 50.00
24426	Vincent Schumacher, myocarditis	740	7	8 50.00
24427	Thomas J. Roth, suicide	1069	7	6 200.00
24428	Herbert Dymock, pneumonia	482	8	8 300.00
24429	Charles P. Holmquist, pneumonia	575	5	7 75.00
24430	C. E. Shaffer, (dis) accidental injuries	1319	5	5 400.00
24431	Mrs. Susan J. Ray, cancer	63	13	10 75.00
24432	E. F. Marton, pneumonia	80	9	1 75.00
24433	Ullice Chevalier, tuberculosis	78	9	11 300.00
24434	Orrin Thomas, Bright's disease	459	10	10 125.00
24435	Frank A. Nelson, hemorrhage	594	9	6 75.00
24436	Mrs. Augusta Englehardt, hemorrhage	309	6	7 75.00
24437	Mrs. Mary Fisher, puerperal sepsis	309	8	11 75.00
24438	Archie Crawford, heart failure	515	16	1 296.00
24439	Mrs. Philonise St. Pierre, cancer	1673	5	.. 75.00
24440	Mrs. Bessie M. Beasley, tuberculosis	22	8	8 75.00
24441	Fred F. Johnson, phthisis pulmonalis	27	6	1 300.00
24442	C. E. Erisman, cirrhosis of liver	59	12	5 300.00
24443	C. E. Blue, septicaemia	61	16	8 300.00
24444	Alexander Remberg, tuberculosis	67	8	9 159.95
24445	Wm. Ruel, heart disease	134	12	5 125.00
24446	Mrs. Mary L. Moncrief, bright's disease	144	24	10 75.00
24447	Mrs. Mary Krapel, acute cholecystitis	147	3	10 75.00
24448	Albert T. Nelson, cancer	167	4	11 200.00
24449	Mrs. Cassie E. Finney, pulmonary embolism	210	5	4 75.00
24450	Mrs. Margaretta Miller, cancer	211	15	3 75.00
24451	Martin Dietrich, (dis) accidental injuries	355	9	11 400.00
24452	Henry Haas, tuberculosis	375	19	8 300.00
24453	Arthur J. Montminy, pneumococcus meningitis	408	1	10 200.00
24454	Thomas Doyle, tuberculosis	478	12	4 300.00
24455	Mrs. Bertha S. Reinbart, blood poisoning	492	1	8 50.00
24456	Benjamin R. Newcomb, oedema of lungs	714	6	8 75.00
24457	Mrs. Hettie G. Prudhome, tuberculosis	764	4	8 75.00
24458	T. H. White, abscess of lungs	856	3	3 200.00
24459	Mrs. Catherine M. Jones, Bright's disease	865	13	9 75.00
24460	Wm. McRoberts, peritonitis	929	1	9 200.00
24461	John Bushoner, septicaemia	1268	12	7 300.00
24462	Mrs. Estella Butler, diabetes	1555	12	1 75.00
24463	Frank Jauda, tuberculosis	1786	8	7 300.00
24464	Mrs. Sena Boerema, fractured skull	80	4	11 75.00
24465	Mrs. Hannah Carpenter, cerebral hemorrhage	186	12	8 75.00
24466	Chas. Ritchie, endocarditis	198	25	.. 300.00
24467	Charles E. Horne, bronchitis	348	4	6 50.00
24468	Alois Kacin, cirrhosis of liver	309	16	11 300.00
24469	Mrs. Gertrude S. Boll, jaundice	648	2	6 50.00
24470	Mrs. Essie Lee Grimm, septic endometritis	3	3	1 75.00
24471	Joe Speegle, fall from building	198	2	9 200.00
24472	Jacob Bienenstein, gastritis	375	20	6 300.00

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CLAIMS PAID DURING JUNE, 1915—Continued

Claim No.	Name of Deceased or Disabled and Cause of Death or Disability.	No. of Local Union	Membership. Yrs. Mos.	Amount Paid.
24473	Mrs. Bertha D. Reed, tuberculosis	750	6 5	75.00
24474	Daniel McLeod, aortic insufficiency	759	1 9	300.00
24475	John J. Ten Velde, heart disease	1030	1 11	200.00
24476	Robert A. Hollister, (dis) accidental injuries	1093	4 11½	300.00
24477	Albert Zischke, tuberculosis	1143	12 1	300.00
24478	Mrs. Mary Radtke, tuberculosis	1143	4 ..	75.00
24479	Arnett E. Shields, tuberculosis	215	1 1	200.00
24480	Patrick Daley, ulceration of bowels	451	26 4	200.00
24481	Mrs. Edna May Schaber, septicaemia	603	1 11	50.00
24482	C. H. Francis, meningitis	1	10 11	300.00
24483	Herman Spiekerman, drowning	1	1 11	50.00
24484	John H. Clark, (dis) accidental injuries	15	13 ..	400.00
24485	Neil Molloy, valvular heart disease	22	13 2	125.00
24486	Elijah Bellamy, enteritis	52	10 3	300.00
24487	Carl Anderson, drowning	58	5 11	183.00
24488	Adam Oster, fracture of skull	64	16 ..	300.00
24489	Chas. H. Lyon, tuberculosis	77	13 3	300.00
24490	O. H. Magnuson, chronic bronchitis	87	17 7	300.00
24491	Odillon Ladouceur, tuberculosis	134	3 9	200.00
24492	Patrick Corbett, peritonitis	326	9 9	300.00
24493	John A. English, tubercular meningitis	441	4 ..	200.00
24494	Joseph Basso, hemorrhage	483	2 10	200.00
24495	Joseph Poulin, acute gastritis	590	14 11	300.00
24496	Henry Sampson, nephritis	624	13 9	125.00
24497	Chas. Benke, carcinoma	642	7 7	300.00
24498	Paul Dumont, tuberculosis	730	11 1	300.00
24499	Robert Andreu, apoplexy	864	14 9	125.00
24500	Gordon Current, appendicitis	891	5 6½	300.00
24501	Mrs. Lena Stein, pelvic cellulitis	1008	4 10	75.00
24502	Mrs. Bertha May Brewer, tuberculosis	1297	9 8	75.00
24503	Mrs. Annie E. Moore, myocarditis	1653	1 11	50.00
24504	C. L. Kock, septicaemia	91	3 8	200.00
24505	Fred Johnson, perforated ulcer of intestines	109	15 3	300.00
24506	Reginald R. Lea (bal) lobar pneumonia	119	15 1	175.00
24507	Mrs. Emily A. Carlson, valvular disease of heart	153	16 2	75.00
24508	Leon Mackowicz, tuberculosis	181	11 9	300.00
24509	Louis F. Heisch, accidental injuries	211	2 4	200.00
24510	Herman Bruse, carcinoma of the jaw	238	18 8	300.00
24511	Samuel Sadler, cerebral hemorrhage	287	12 7	300.00
24512	Mrs. Margaret E. Worrell, apoplexy	421	13 7	75.00
24513	Peter G. Lundberg, carcinoma of stomach	471	8 1	300.00
24514	John Raucher, tuberculosis	522	8 6	300.00
24515	C. H. Rodgers, cirrhosis of liver	566	1 4	200.00
24516	Mrs. Ida M. La Bay, diabetes	783	3 1	75.00
24517	Axel Skogstrom, heart failure	792	5 ..	300.00
24518	Wm. W. Howard, shock following amputation of leg	1023	1 5	200.00
24519	Mrs. Magdalene E. Wenner, apoplexy	1285	1 ..	25.00
24520	Mrs. Anna Pelikan, tuberculosis	1786	3 2	75.00
24521	Peter Schappen, pneumonia	5	1 7	200.00
24522	Mrs. Mary A. Palermo, cancer	10	14 5	75.00
24523	S. Brown, street car accident	13	13 ..	300.00
24524	D. S. Ragsdale, aneurism of arch of aorta	14	4 9	200.00
24525	Mrs. Anna L. Newquist, tuberculosis	36	14 9	75.00
24526	Mrs. Lucy D. Maguire, nephritis	43	15 1	75.00
24527	Francis M. Evans, arteric sclerosis	75	23 2	125.00
24528	Mrs. Catherine F. Guerin, myocarditis	78	13 2	75.00
24529	Wm. A. Benjamin, apoplexy	100	9 11	300.00
24530	John Nelson, tumor	141	17 ..	300.00
24531	Chas. M. Breese, diabetes	196	15 8	300.00
24532	George Linderer, broncho pneumonia	237	14 ..	300.00
24533	Wm. Benn, railroad accident	306	5 8	300.00
24534	Ernest Winkler, carcinoma	309	20 3	300.00
24535	Lawrence Sulkowski, myocarditis	341	2 4	200.00
24536	Algot E. Larson, organic brain disease	483	14 2	300.00
24537	Mrs. Dora Klett, nephritis	387	7 9	75.00
24538	Mrs. Ellen A. Rothenberger, accidental burning	492	8 10	75.00
24539	Wm. Wegener, tuberculosis	519	10 1	300.00
24540	Mrs. Susan Mesaros, gastric ulcer	575	15 ..	75.00
24541	Simon A. Sigby, tuberculosis	696	5 10	300.00
24542	Wm. T. Hatcher, intestinal ulcer	776	3 ..	50.00
24543	J. H. Sexton, tuberculosis	810	10 11	300.00
24544	Everett L. Wallace, osteomyelitis of right tarsus	1006	.. 7	100.00
24545	Albert Schissler, asphyxiation	1598	12 ..	300.00
24546	Mrs. Anna Bramer, gastric ulcer	61	1 2½	50.00
24547	J. H. McMunn, nephritis	75	1 7	200.00
24548	Phillip Brunell, hemorrhage	117	15 4	125.00
24549	Philip Kohler, emphysema of lungs	309	10 7	300.00
24550	Irs S. Post, tuberculosis	444	.. 10	100.00
24551	Edward Fultz, hemorrhage	568	6 ..	300.00

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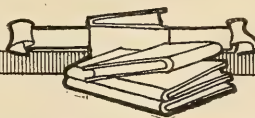
CLAIMS PAID DURING JUNE, 1915—Continued

Claim No.	Name of Deceased or Disabled and Cause of Death or Disability.	No. of Local Union	Membership. Yrs. Mos.	Amount Paid.
24552	Otto Schumacher, myocarditis	675	2 10	50.00
24553	Mrs. Mattie Gross, nephritis	1473	29 ..	75.00
24554	Mrs. Iva McQuarrie, abscess of brain	1473	9 3	75.00
24555	John Jarmer, lobar pneumonia	19	3 7	200.00
24556	Joseph T. Racine, meningitis	67	5 4	300.00
24557	August S. Lundgren, spinal meningitis	87	1 7	228.97
24558	Robert W. Hamilton, heart disease	301	13 8	125.00
24559	Joseph Richard, paralysis	342	13 1	300.00
24560	Mrs. Anna Kaiser, nephritis	486	3 6	75.00
24561	Mrs. Karolena Anderson, tuberculosis	489	.. 11½	25.00
24562	Frank Katona, gun-shot wound of chest	746	7 7	300.00
24563	Parnell H. Rainear, nephritis	842	5 ..	300.00
24564	Carl Hartwig, cirrhosis of liver	1473	1 8	200.00
24565	George Schneider, body crushed by fall of derrick	8	9 10	300.00
24566	Samuel P. Beck, tuberculosis	31	17 7	125.00
24567	Wm. Larson, pneumonia	62	10 1	300.00
24568	Albert Ormouroyd, endocarditis	115	10 ..	300.00
24569	A. T. McDonald, nephritis	115	6 5	75.00
24570	Mrs. Louisa Doerflein, heart disease	120	23 11	75.00
24571	Albert Henley, nephritis	131	10 3	300.00
24572	E. B. Dodge, paralysis	177	15 3	104.28
24573	Mrs. Margaret Meints, tuberculosis	183	15 9	75.00
24574	Edwin Rowe, Jr., hemorrhage	288	28 ..	300.00
24575	Andrew J. Hotaling, nephritis	429	8 5	300.00
24576	John Boomer, appendicitis	1314	11 1	300.00
24577	Ira J. Cowgill, hemorrhage	1703	5 11	300.00
24578	Jonathan Prall, pleuro pneumonia	31	5 1	75.00
24579	Raymond E. Hamer, tuberculosis	31	5 ..	300.00
24580	John Heindenrich, nephritis	54	15 3	300.00
24581	Mrs. Alphonsine Miron, cancer	134	11 8	75.00
24582	James Harrington, pneumonia	247	6 9	300.00
24583	Henry W. Wilson, tuberculosis	277	15 2	300.00
24584	Adolph Hofmann, pneumonia	309	20 4	300.00
24585	Mrs. Sophia Lyon, myocarditis	490	16 8	75.00
24586	Henry Woehler, lobar pneumonia	513	14 9	300.00
24587	Bennett Martin, tuberculosis	550	8 8	300.00
24588	Wm. Rozenberg, paralysis	937	9 1	300.00
24589	Mrs. Bridget Hibbert, tuberculosis	1298	12 6	75.00
24590	George Fortin, fracture of spine	1305	9 3	300.00
24591	Mrs. Edna A. Davis, endocarditis	1824	2 ..	50.00
24592	Mrs. Bertha C. Mattdson, pulmonary oedema	1824	7 11	75.00
24593	Mrs. M. J. Johnson, shock following surgical operation..	1860	8 ..	75.00
				\$37,864.36
Full beneficial claims				\$29,514.36
Semi beneficial claims				2,600.00
Wife beneficial claims				3,850.00
Disability claims				1,900.00
				37,864.36

DISAPPROVED CLAIMS FOR JUNE, 1915

Claim No.	Name of Deceased or Disabled and Cause of Disapproval.	No. of Local Union	Membership. Yrs. Mos.	Amount Claimed.
2715	Arthur D. McIntosh, (dis) 3 months' arrears	1377	4 7	\$300.00
2716	Mrs. Anna Dominczak, 3 months' arrears	1757	4 11	75.00
2717	Mrs. Sarah Nault, semi, not entitled to wife donation...	1610	14 ..	75.00
2718	Wm. Haley, (dis) over age at admittance	102	5 ..	400.00
2719	Fritz Weisback, improper conduct	874	1 5	200.00
2721	Malcolm M. Hall, (dis) not filed in time	470	15 ..	400.00
2722	Mrs. Sophia Korfhage, semi, not entitled to wife donation	87	9 3½	50.00
2723	Frank Underwood, 3 months' arrears	1140	5 1	300.00
2724	Louis A. Allen, 3 months' arrears	1388	8 10	300.00
2727	Wm. Henderson, 3 months' arrears	80	6 ..	300.00
2728	Louis Lalonde, 3 months' arrears	134	14 7	300.00
2729	Jack B. Allen, (dis) 3 months' arrears	1072	13 1	400.00
2730	Jacob Bogle, 3 months' arrears	1914	2 2	200.00
2731	Edward M. VanName, (dis) arrears at accident	567	3 5	300.00
2732	Mrs. C. S. Stewart, semi, not entitled to wife donation ..	1725	8 1	75.00
2733	Mrs. Susan W. Hudson, 6 months, suspended	33	4 ..	75.00
2734	Mrs. Flora McRae, sick at admittance	1874	.. 9	25.00
2735	Walter A. Pearson, 3 months arrears	19	14 1	125.00
2736	Joseph E. Chew, arrears at death	620	5 9	300.00
2737	Geo. K. Leeds, dilatation of heart	842	8 6	75.00

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- Springfield, Ohio—D. A. Hunter, 123 W. High street.
- Stamford, Conn.—Geo. B. Gregory, 45 Oak st.
- St. Cloud, Minn.—Charles Gardner.
- St. Louis, Mo.—L. H. Proske secretary D. C. business agents; George J. Haas, Emil Ruble, Wm. Knoepp, W. B. Ferrell and J. W. Williams. Address of all business agents, 2228 Olive st.
- St. John, N. B., Can.—James L. Sugrue.
- St. Joseph, Mo.—S. W. Glaze, 2105 Washington avenue.
- St. Paul, Minn.—John La-Brec, 450 S. Warwick ave.
- Sullivan, Ind.—Jas. C. Ridge, 209 Chase st.
- Summit, N. J.—Harry Williamson, 47 Russell Place.
- Superior, Wis.—J. H. Hatch, 1701 28th st.

The Carpenter

Syracuse, N. Y.—J. T. O'Brien, 10 Clinton Bk.
 Tampa, Fla.—C. A. Sutton, Box 599.
 Taylorville, Ill.—Geo. King, Box 252.
 Teague, Texas—J. H. Mayberry.
 Terre Haute, Ind.—C. C. Rariden, 524 Mulberry st.
 Texarkana, Texas—G. L. Hunter, 1109 E. 18th street.
 Toledo, Ohio—Louis J. Bremer, 314 Cherry st.
 Tolleston, Ind.—L. U. 1117, C. Banta.
 Thompsonville, Conn.—Arthur Rochette.
 Toronto, Ont., Can.—E. J. Nichols, Labor Temple, 167 Church st.
 Trenton, N. J.—Geo. W. Adams, 653 S. Olden avenue.
 Three Rivers, Que., Can.—J. I. Gelivas, 18 Cooke st.
 Tri-City, Ill. (Moline, Davenport and Rock Island)—J. P. J. Carlsons, 1320 38th st., Industrial Bldg., Rock Island.
 Troy, N. Y.—J. G. Wilson, Box 65.
 Tuxedo, N. Y.—Frank Conklin, Sloatsburg, N. Y.
 Twin Falls, Idaho—F. Olsen, 273 Addison ave., E.
 Union City, Tenn.—G. E. Fields.
 Utica, N. Y.—C. E. Hall, 1419 Taylor ave.
 Vancouver, B. C.—Hugh J. McEwen, Room 209 Labor Temple.
 Waco, Texas—S. E. Stewart, 1320 S. 12th.
 Walla Walla, Wash.—C. R. Nelson, 633 N. 7th street.
 Wallingford, Conn.—Wm. Stevens, Box 141.
 Walsenburg, Colo.—H. E. Robart.
 Washington, D. C.—Geo. Myers, 425 G st., N. W.
 Waterloo, Ia.—H. J. Amos, 115 Randolph st.
 Waxahachie, Texas—J. W. Fox, 307 Lake Park avenue.
 West Chester, Pa.—Oscar Speakman.
 Westfield, Mass.—Edward J. Taggart, Coatize street.
 West Palm Beach, Fla.—J. W. Chiles, 507 Gardenia st.
 Wellsburg, W. Va.—J. H. Phillips, Box 542, Fallansbee, W. Va.
 Wheeling, W. Va.—E. J. Weekly, Majority Grove st.
 Wheaton, Ill.—G. C. Ottens, 115 N. Main st.
 White Plains, N. Y.—Emil W. Burgess, 35 Grove st.
 Wichita, Kan.—Oscar C. Schaar, 730 Antler st.
 Wilkes-Barre, Pa., Wyoming Valley D. C.—M. E. Sanders, Room 69, Simon Long Bldg.
 Wilmington, N. C.—C. W. Stewart, Box 1051.
 Wilmington, Del.—John H. Hickey, 1225 W. 4th st.
 Winona, Minn.—N. Grathen, 227 Market st.
 Winnipeg, Man., Can.—Wm. Hammond, Labor Temple, James st.
 Woonsocket, R. I.—E. J. Desmarais, 135 4th avenue.
 Worcester, Mass.—D. S. Curtis, 20 Madison street.
 Wyandotte, Mich. Chas. H. Renner, 80 Plum street.
 Yonkers, N. Y.—B. B. Hicks, 20 Portland Pl.
 Youngstown, Ohio—O. J. Grubb, 259 W. Federal street.

Labor Editors Convene

The members of the Labor Press Association held a very successful convention at Chicago during the middle of May. The sessions were held in the parlors of the new Hotel Morrison, and a large number of labor editors attended. Charles W. Fear of the Joplin, Mo., Trades Unionist, president of the organization, was in the chair, and many interesting addresses were delivered. A

large number of topics bearing directly on the problems confronting labor journalism were discussed and valuable suggestions offered on the subject of increasing its power and prestige.

The following labor editors were elected officers for the ensuing year: President, Charles W. Fear; secretary-treasurer, R. E. Woodmansee of the Illinois Tradesman; first vice-president, Matthew Woll of the American Photo Engravers; second vice-president, Ray Stewart, editor of the Cedar Rapids Tribune; third vice-president, Michael Goldsmith, Cleveland, Ohio, Federationist; fourth vice-president, J. M. Conley, Dubuque, Iowa, Labor Leader; fifth vice-president, Frank M. Saltus, Worcester, Mass., Labor News; sixth vice-president, Frank Rist, Cincinnati, Ohio, Chronicle; seventh vice-president, Claude O. Taylor, Grand Rapids, Mich., Observer.

The next convention will be held on the second Tuesday in May, 1916.

Cannot Stand Alone

There is no such thing, says the International Molders' Journal, as personal salvation for the workers in the industries. No man by his own effort can save himself from industrial injustice or tyranny. It is only through collective action that the workers can make progress. How often we have all had the full force of this impressed upon us.

We have seen the man who believed that "standing in with the foreman," truckling to him, flattering him, enabled him to secure better jobs, or hold his job when others were being laid off. We have seen those who believed that by rushing their work, or by being better mechanics and doing better work than the others they would fare better, but whether toadier, rusher or high-class mechanic, the moment that the question of having a definite voice in the terms of employment arose, the foreman or the firm had their own way even in the matter of small details, unless all of the men stood together, and insisted that they must be dealt with as a collective body instead of as individuals.

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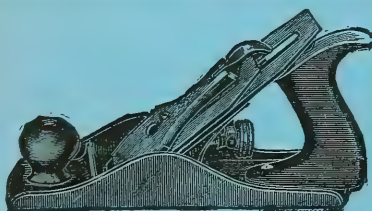
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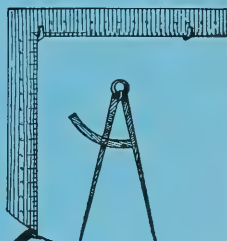
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The CARPENTER



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Number**



Louis Luck

AUGUST, 1915

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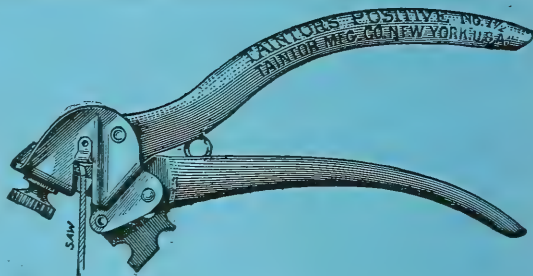
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THE CARPENTER

A Monthly Journal for Carpenters, Stair Builders, Machine Wood Workers,
Planing Mill Men, and Kindred Industries

Entered February 13, 1913, at Indianapolis, Indiana, as second class mail matter, under the
Act of Congress of March 3, 1879

Volume XXXV—No. 8
Established in 1881

INDIANAPOLIS, AUGUST, 1915

One Dollar Per Year
Ten Cents a Copy

ORGANIZE

All ye who toil to live, to this take heed,
Free-born Americans, arise, be men!
And ere unsettled tides shall turn again
Unite—Prepare against the future's need,
Get ready now to meet the tyrant—GREED.
Fraternal love was never spent in vain,
In union's strength let reason kindly reign
To give the world our best in thought and deed.

Whatever selfish Mammon's minions say,
Experience proves there is but one safe way
For labor's self-protection—Then be wise
And lose no time; let all hands organize—
Let common interest bind for mutual good
All workingmen in Union's brotherhood.

—MARGARET SCOTT HALL

Kirkwood, Ga.

The Carpenter

OUR THIRTY-FOURTH ANNIVERSARY— LOOKING BACKWARD

(By Frank Duffy, General Secretary.)



THROUGH the untiring efforts and zeal of P. J. McGuire, the Brotherhood of Carpenters and Joiners of America was founded in Chicago, Illinois, thirty-four years ago this month. Previous to that time there was no national or international organization of the trade, although two attempts were made some years before in that direction, both of which resulted in failure. Under these circumstances it must have been discouraging to Brother McGuire to make a third attempt. However, he set about it with a determination to be successful. Three months previous to the first convention he issued from St. Louis a four-page pamphlet called "The Carpenter," in which he exhorted the men of the trade to organize in order to protect themselves from low wages, long hours of toil, piece work, lump work and other such evils that existed in the trade at that time.

Thirty-four years ago the men of the craft had to contend with many unpleasant things. They worked from sunrise to sunset; quantity, not quality of work, was desired by the bosses. The introduction of machinery in the industry threw men out of work or caused unsteady employment. The sub-division of the trade into different branches brought about specialization of work. The absence of an apprentice system or some method of mechanical training for the boy had its demoralizing effect on

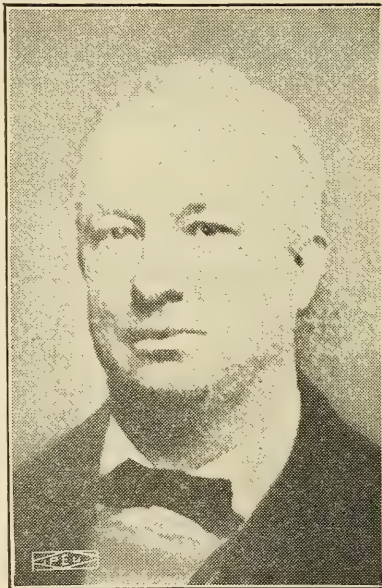
the trade. In addition, unreliable, irresponsible contractors swarmed into the business and slashed and cut prices until the legitimate contractor had no chance whatever to compete with them. This was another cause for a further reduction in wages.

Laying the Foundation Stone

Was it any wonder, therefore, that Brother McGuire called upon the men of the trade to form a national organization through

which they could obtain relief from these aggravating and annoying grievances? Was it any wonder that the independent carpenters' unions from different cities responded to his call? Was it any wonder, after a four days' discussion of these questions, that an organization was formed? Was it any wonder that the delegates attending that first convention laid plans for the future development, advancement and progress of the organization?

Was it any wonder they called upon all carpenters to join with them? That first convention will live in the history of our organization until the crack of doom. It was a great gathering, a memorable one. Thirty-six delegates were present from eleven different cities, representing twelve Local Unions and a membership of 2,042. They laid the foundation upon which we built later. To them must be given the credit of having acted wisely and well. Gabriel Edmonston, of Washington, D. C., was elected First General



P. J. McGUIRE, First General Secretary.

The Carpenter

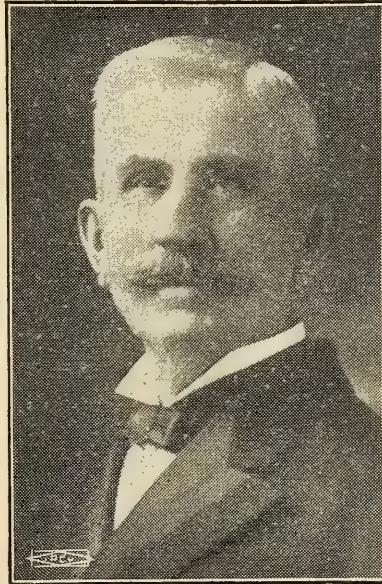
President; he is still living and takes an active interest in the affairs of our organization. He was an honored guest at our last convention, held in Indianapolis, Indiana, in the month of September, 1914.

P. J. McGuire was the first General Secretary of the organization and filled that position for twenty years. He went to his last, long resting place many years ago, but in spirit he is still with us.

The cities represented at the first convention were Cleveland, Indianapolis, Kansas City, Mo., Philadelphia, Buffalo, Detroit, New York, Washington, St. Louis, Cincinnati and Chicago. The name decided on was the Brotherhood of Carpenters and Joiners of America. For the first six years of its existence the work of organizing was a difficult task. After that it was a long and tedious job to gather the scattered forces of independent unions together. In New York City a powerful local body of carpenters existed since 1873, known as the United Order of American Carpenters and Joiners. The General Officers of the Brotherhood put forth every effort to induce this body to consolidate or affiliate with it, and by this means lay a foundation for one of the greatest labor organizations of carpenters in the world. William J. Shields became General President of the organization in 1886, and it was his ambition to bring about consolidation of the United Order with the Brotherhood during his term of office. This desire was gratified, for in 1888, at the

Detroit convention, delegates from the United Order were seated.

The United Order did not want to lose its name, and on this point hinged the question of its affiliation. In order that harmony might prevail among the men of the trade, the Brotherhood consented to accept the word "United," which was agreeable to the older organization, and from that day to the present time we have been known as the United Brotherhood of Carpenters and Joiners of America.



GABRIEL EDMONSTON, First General President.

In 1894 the German-speaking framers of New York were admitted to the fold. The same year the Cabinet Makers and Machine Wood Workers applied for admission, but affiliation did not take place until 1895. In 1901 the New York City carpenters were admitted. In 1912 the Amalgamated Wood Workers, after a long and bitter fight, decided to affiliate and were admitted under agreement properly drawn up and concurred in by refer-

endum vote of both organizations. In 1913 the Pacific Coast Maritime Builders Federation and the Ship Carpenters and Joiners were admitted, and last, but not least, the Amalgamated Society of Carpenters and Joiners was admitted early in 1914, under an agreement providing for the retention and control of the beneficial system of the Amalgamated Society as specified in its constitution, and giving to the United Brotherhood full, complete and absolute control of all questions relative to and a part of the militant and economic trades union movement wherever the

The Carpenter

United Brotherhood holds jurisdiction. So we are all one family now. We have said before, and we repeat again, that this country, big as it is, is not large enough for two organizations of the same craft.

Jurisdiction

The jurisdiction of the organization includes all branches of the carpenter and joiner trade. In it is vested the power to establish and charter subordinate Local and Auxiliary Unions, District, State and Provincial Councils in all branches of the trade, and all other skilled employes working at the industry, and its mandates must be observed and obeyed at all times.

It reserves the right to regulate and determine all matters pertaining to fellowship in its various branches and kindred trades.

To subordinate Local and Auxiliary Unions, District, State, and Provincial Councils the right is conceded to make all necessary laws for Locals and District, State and Provincial Councils which do not conflict with the laws of the International Body.

In cases where local Central Bodies are formed, Local or Auxiliary Unions, District, State and Provincial Councils shall have power to enforce the laws of such bodies, provided such laws do not conflict with the laws of the United Brotherhood of Carpenters and Joiners of America.

The right is reserved to establish jurisdiction over any Local or Auxiliary Unions, District, State or Provincial Councils whose affairs are conducted in such a manner as to be a menace to the

welfare of the International Body.

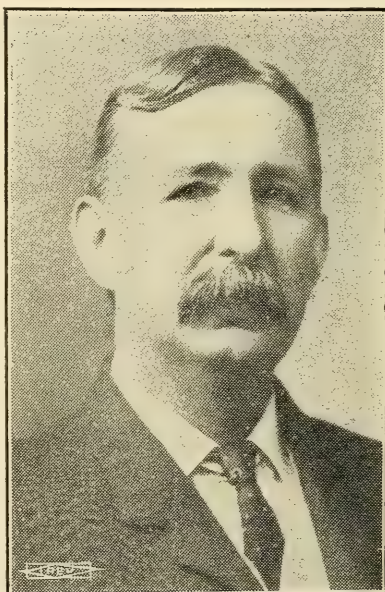
The Brotherhood enacts and enforces laws for its government and that of subordinate Locals and Auxiliary Unions and District, State and Provincial Councils and members thereof.

Trade Autonomy

The trade autonomy of the United Brotherhood of Carpenters and Joiners of America consists of the milling, manufacturing, fashioning, joining, assembling, erecting, fastening or dismantling

of all material of wood, hollow metal or fibre, or of material composed in part of wood, hollow metal or fibre, and the erecting and dismantling of all machinery, where the skill, knowledge and training of a carpenter are required, either through the operation of machine or hand tools.

Our claim of jurisdiction, therefore, extends over the following divisions and subdivisions of the trade: Carpenters and Joiners; Ship



W. J. SHIELDS, Fifth General President.

Carpenters, Joiners and Caulkers; Shipwrights and Boat Builders; Railroad Carpenters; Bridge, Dock and Wharf Carpenters; Stair Builders; Floor Layers; Cabinet Makers; Bench Hands; Furniture Workers; Millwrights; Car Builders; Box Makers; Reed and Rattan Workers. And all those engaged in the running of wood-working machinery.

When the term "carpenter and joiner" is used, it shall mean all the subdivisions of the trade as herein before specified.

Conventions

Our organization holds its conventions

The Carpenter

biennially, eighteen of them have been held as follows:

Chicago, Ill.	1881
Philadelphia, Pa.	1882
Cincinnati, O.	1884
Buffalo, N. Y.	1886
Detroit, Mich.	1888
Chicago, Ill.	1890
St. Louis, Mo.	1892
Indianapolis, Ind.	1894
Cleveland, O.	1896
New York, N. Y.	1898
Scranton, Pa.	1900
Atlanta, Ga.	1902
Milwaukee, Wis.	1904
Niagara Falls, N. Y.	1906
Salt Lake City, Utah.	1908
Des Moines, Iowa.	1910
Washington, D. C.	1912
Indianapolis, Ind.	1914

General Presidents

The following brothers have filled the position of General President of the organization during the past thirty-four years:

Gabriel Edmonston.
John D. Allen.
J. P. McGinley.
Jos. F. Billingsley.
Wm. J. Shields.
D. P. Rowland.
W. H. Kliver.
Henry H. Trenor.
Chas. B. Owens.
Henry Lloyd.
John Williams.
Wm. D. Huber.
James Kirby.

General Executive Board

In the interim between conventions the organization is governed by a General Executive Board of eleven members, consisting of the General President, the First General Vice-President, the General Secretary, the General Treasurer and one member from each of the seven divisions. The divisions are as follows:

Division No. 1: Maine, New Hampshire, Vermont, Massachusetts, Rhode Island, Connecticut, New York, Provinces of New Brunswick, Nova Scotia and Newfoundland.

Division No. 2: New Jersey, Pennsylvania, Delaware, Maryland, Virginia, West Virginia and the District of Columbia.

Division No. 3: Kentucky, Indiana, Illinois, Ohio, Michigan, and Wisconsin.

Division No. 4: North and South Carolina, Georgia, Florida, Alabama, Tennessee, Mississippi, Arkansas, Louisiana, Porto Rico and Cuba.

Division No. 5: Minnesota, North and South Dakota, Nebraska, Iowa, Kansas, Missouri, Texas and Oklahoma.

Division No. 6: Washington, Montana, Oregon, Idaho, Wyoming, California, Nevada, Utah, Colorado, Arizona, New Mexico, Alaska, British Columbia, Mexico and the Hawaiian Islands.

Division No. 7: The Dominion of Canada, except the Provinces of New Brunswick, Nova Scotia, British Columbia and Newfoundland.

Makeup of Our Organization

The organization consists of 1,898 Local Unions, 141 District Councils and 18 State and Provincial Bodies, with a total membership of 250,000. Ladies Auxiliary Unions composed of the mothers, wives, daughters and sisters of the members of the organization, may be organized, but must hold charters direct from the United Brotherhood of Carpenters and Joiners of America.

Our Achievements

The average rate of wages per day in 1881 was \$2.00 and the average work-day, ten hours. The average rate of wages per day now is \$4.00 and the average work-day, eight hours, with the Saturday half holiday in all the large cities under our jurisdiction. The reduction of the hours of labor in this manner gave employment to thousands of men who would have been out of work if the old system of working from sunrise to sunset was still in vogue.

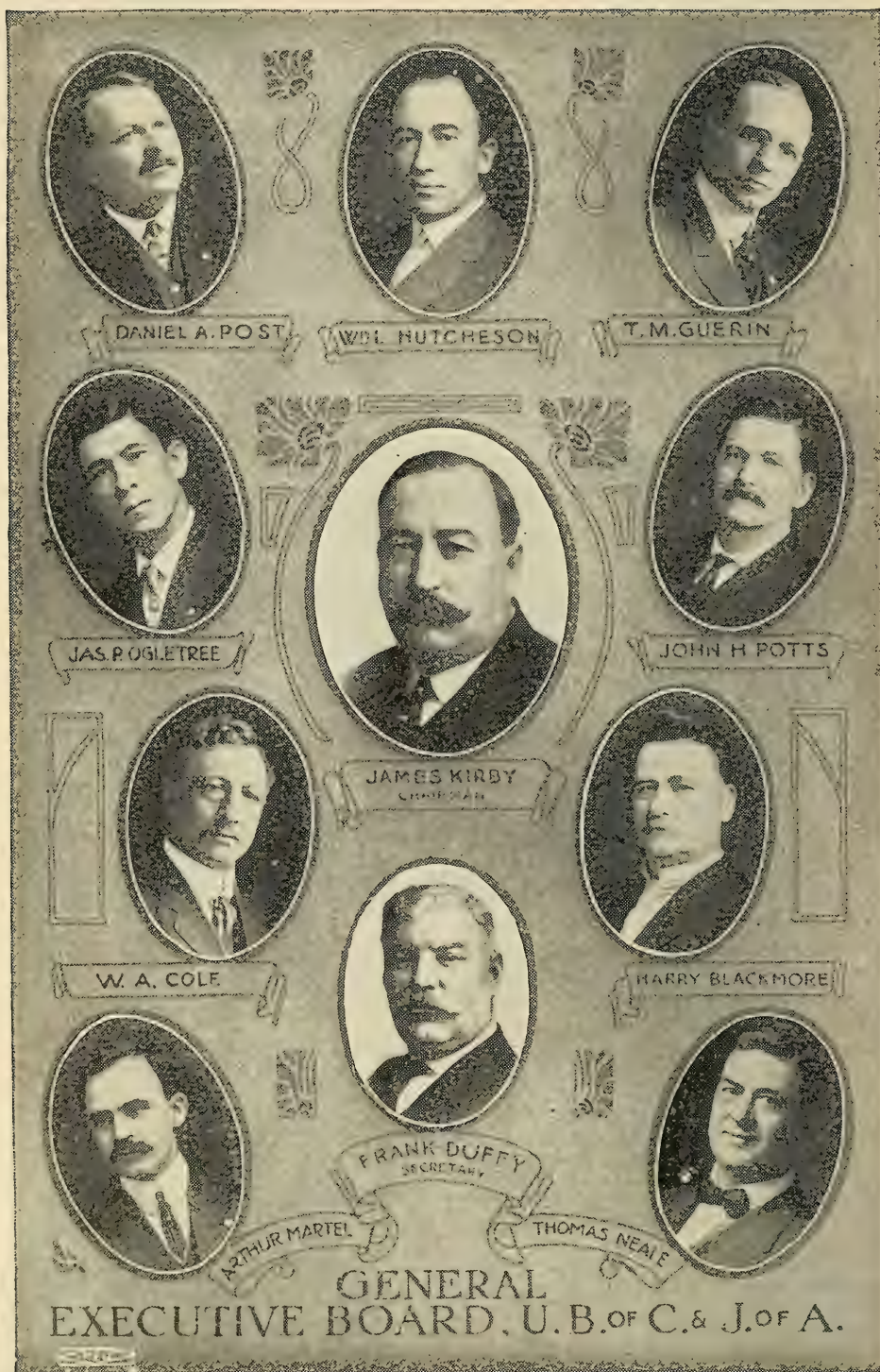
From our insurance department alone we paid out in the last thirty-four years the sum of \$4,051,709.91 in death and disability benefits, while our Local Unions paid out \$2,600,000 in sick benefits.

Strikes and lockouts cost us over \$1,300,000.00 and organizing work a little over \$1,200,000.00.

To other labor organizations in distress we donated \$356,607.26. This shows what can be done when men band themselves together for their own good.

We have done much good in our time;

The Carpenter



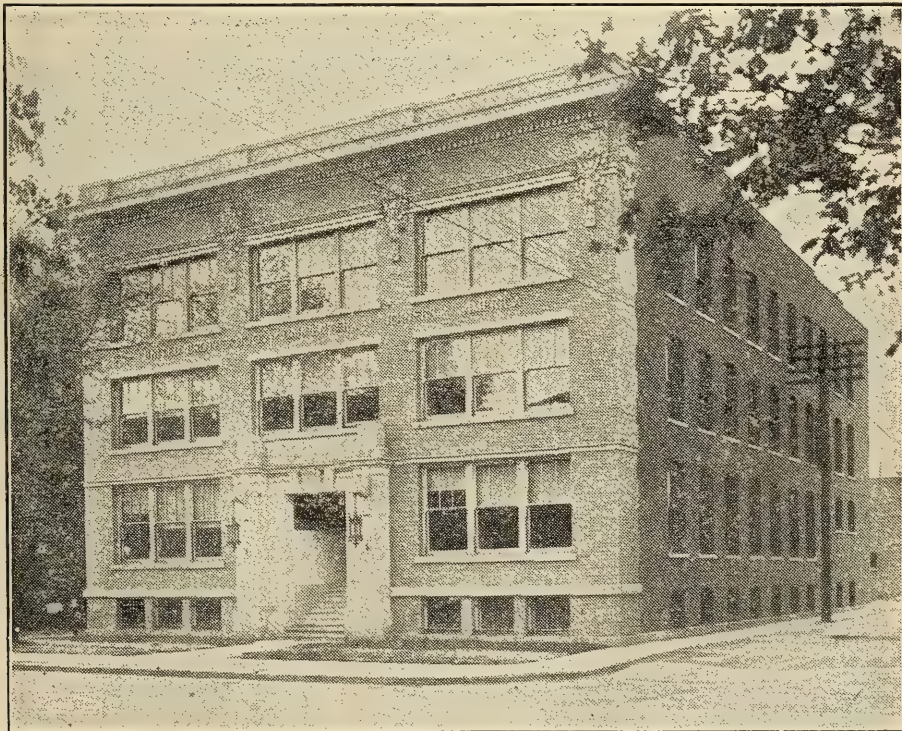
The Carpenter

we have relieved our members of the burdens that pressed heavily upon them; we have established better working conditions; we have fought for better homes to live in and better shops to work in; we have demanded a better education for our children; we have visited the sick and buried the dead, and last, but not least, we have taken care of the widows and orphans left behind. We can say ours has been a great work, a worthy work, a noble work—we are proud of our record. It will compare favorably with that of any other organization and surpass many.

General Office

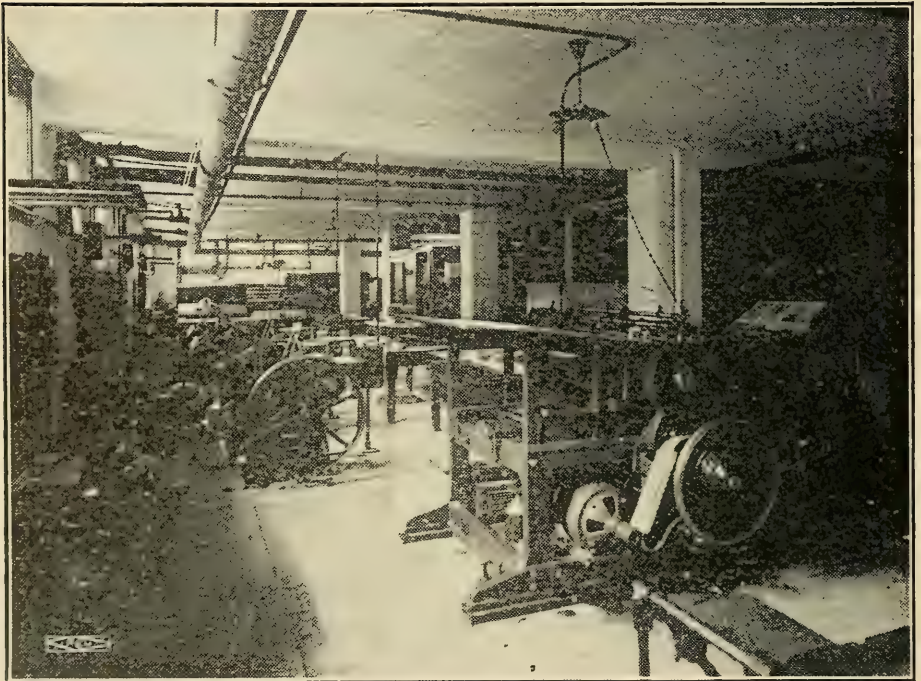
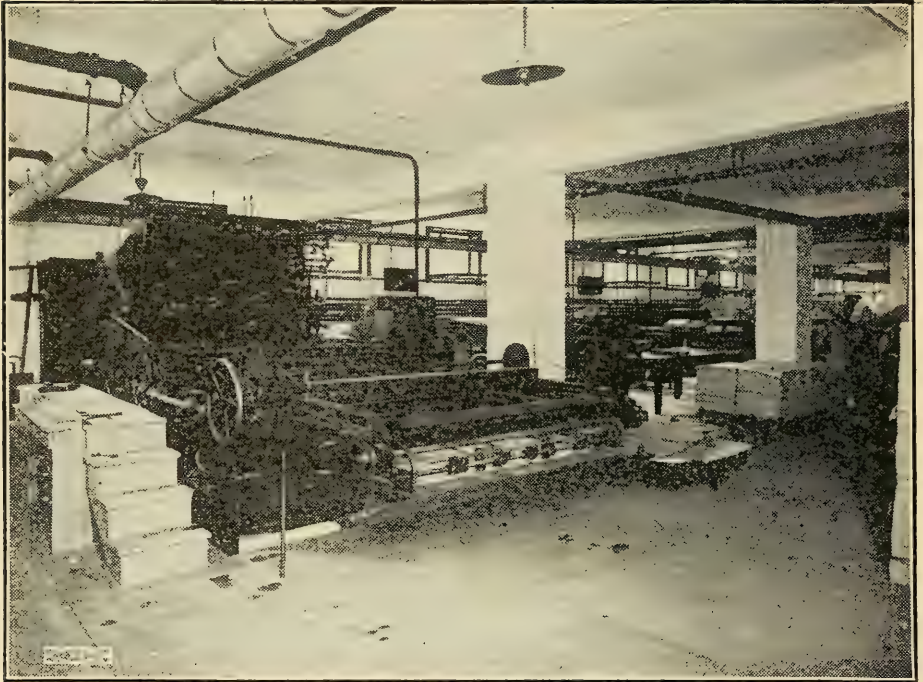
At the Milwaukee convention in 1904, General Secretary Duffy recommended that headquarters in the city of Indianapolis, Indiana, be purchased outright and owned solely by the United Brotherhood. This proposition was not looked upon favorably by that convention, and so the matter dropped for the

time being. However, at the next convention in 1906, at Niagara Falls, N. Y., the General Secretary again made the same recommendation. After a thorough discussion of the proposition it was adopted unanimously. This action of the convention was later sustained by referendum vote of our members and the General Officers were authorized to proceed with the work. After much investigation of property suitable for headquarters it was finally decided to procure a piece of ground, sixty feet front by one hundred and twenty feet deep, at 222-224 East Michigan Street, Indianapolis, Indiana. The papers were drawn up, proper transfer made and lot paid for on February 28th, 1908. Ground was broken by ex-General President Huber on June 17th, 1908, when the work of excavating for the foundation of our office building began. On April 22, 1909, we moved in, although the building was not quite finished at that time, yet it was in shape



CARPENTERS' BUILDING, INDIANAPOLIS, IND.

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VIEWS OF PRINTING PLANT U. B. HEADQUARTERS.

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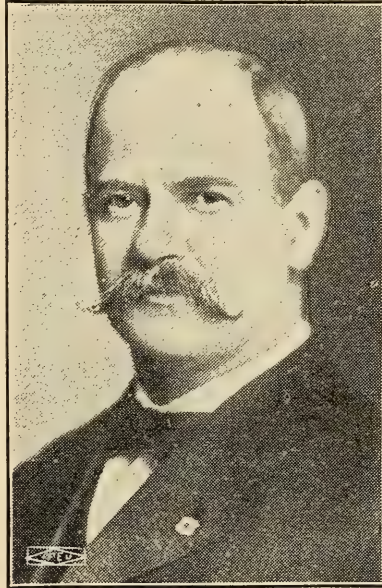
for us to transact our business without much annoyance from the trades still at work. On July 22nd, 1909, the building was officially dedicated, when representatives of our organization from all sections of the country were present. Frank Morrison, Secretary of the American Federation of Labor being the principal speaker.

Our headquarters in Indianapolis is known as Carpenters' Building. It has a frontage of sixty feet and a depth of one hundred feet. It is a three-story and basement brick structure, steel frame, fire-proof and up-to-date in its construction. It is something we are very proud of.

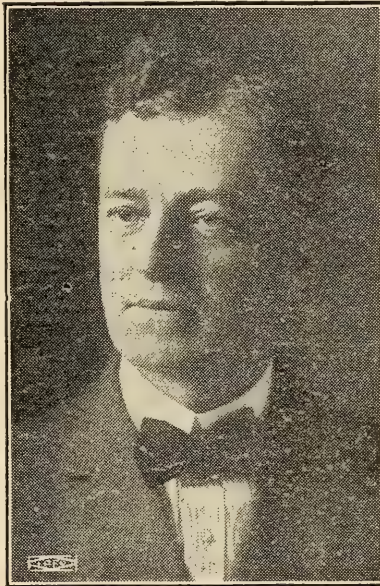
Printing Plant.

At the Eighteenth General Convention, held in Indianapolis in September, 1914, General President Kirby recom-

mended the establishment of our own printing plant at headquarters. This proposition carried without opposition, and when later submitted to referendum vote of our members, was adopted. For several months past the work of installing machinery has been under way. The plant is now in operation and in full swing. This issue of our Journal, "The Carpenter" was printed on our own machines in our own building. Who can say that we are not progressive? The United Brotherhood of Carpenters and Joiners of America has shown an example for others to pattern by and for those who can afford to follow. Thus in closing this brief summary of 34 years' work those of us who regard the future in the light of the past may expect the U. B. to make wonderful strides in the next 34 years.



WM. D. HUBER
Twelfth General President



JOHN T. COSGROVE
Second General Vice-President

The G. E. B. has confirmed the appointment of John T. Cosgrove as Second General Vice-President, succeeding Brother Arthur A. Quinn, who resigned.

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LOOKING FORWARD

(By General President James Kirby.)



THIS issue contains articles written by able writers, men who have participated in the industrial battles of the last half century and who have left their characters stamped indelibly on the history of the Trade Union movement. They, together with scores of scarred veterans, need no words of eulogy from the writer. But I take this opportunity of urging that if there are any flowers to throw, or words of appreciation to be expressed, that it be done now, so that they may feel that their work was appreciated, rather than wait until they have passed to the great beyond and then shout their praise to others.

What does the future hold in store for the Trade Unionist? It depends upon the Trade Unionists themselves. Our work is to build up; not to tear down. If we look at the disputes confronting us through our individual craft prejudice, sooner or later we will become involved in an inextricable tangle. On the other hand, a clear conception of the rights of others; a disposition to be fair to all; an earnest desire not to take advantage of the smaller nor combine to beat the larger, will win universal respect from those who are of us and those who hesitate to join us. And when that plane is reached where we respect the rights of each other, and our rights are respected by others, then opposition from outside sources will melt away; organized labor will come into its own with shoulders squared, head erect, looking not to the slums and reeking tenements, but rather to the shady hills and happy play grounds. The individual, organization or the nation that fails to note their own short-comings and neglect to take steps to rectify omissions and correct errors, will sooner or later join the ranks of the derelicts, making room for more progressive and broad-minded institutions, although oftentimes expressing astonish-

ment at what is so blazingly apparent to the most casual observer.

The United Brotherhood of Carpenters and Joiners of America stands today in the front ranks of the progressive organizations of the world. It is opposed to oppression; it is opposed to coercion; it is committed to arbitration, but at all times preferring conciliation; it is willing at any time to make concessions that better relations may be established with sister organizations, even at times conceding that which rightfully belongs to it, that harmony may prevail, but refusing absolutely to accept coercive mandates or to pay tribute that our members may enjoy the rights established by the pioneers of the organization.

We may not always be in the right—few human beings or institutions can claim that distinction—but, at least, we sincerely believe that our contentions are correct.

The frightful destruction of human lives in other countries of the world tends to disturb industrial conditions on the American continent, preventing the development of our fertile fields, and hindering improvements in our beautiful cities. But this cannot last; sooner or later these bloody riots will have run their course, peace will come into its own, and in the year 1921, four hundred thousand carpenters will hold affiliation with the United Brotherhood of Carpenters and Joiners of America.

We now have our own general office building, which is second to none. Our printing plant is as up-to-date as it is possible to make it. The next great problem that confronts us is that of making provisions for our members who have reached that time of life which makes employment hard to secure, to be plain: a pension for our old members. Surely our membership will not shirk longer this responsibility, and when this has been accomplished we will even then still be LOOKING FORWARD.

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MESSAGE TO MR. FRANK DUFFY, SECRETARY UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA, FOR PUBLICATION IN "THE CARPENTER" ANNIVERSARY NUMBER (AUGUST, 1915)

—July 13, 1915

This thirty-fourth anniversary of the Carpenters of America brings vividly to my mind long associations and personal friendships with the men of your craft. Since the early days the Carpenters have been shoulder to shoulder with those foremost in the great movement for human freedom—the trade union movement of America.

The Carpenters have demonstrated that union men are free men. You have organized and fought for your rights. You have won a general eight-hour work-day, wages conformable with American standards of living and the right to a voice in deciding conditions under which you work.

As your organization has grown in numbers and power, upon you has fallen added responsibility for your relations with other union organizations that you may help along the cause of humanity and in no wise hinder the welfare of fellow-workers.

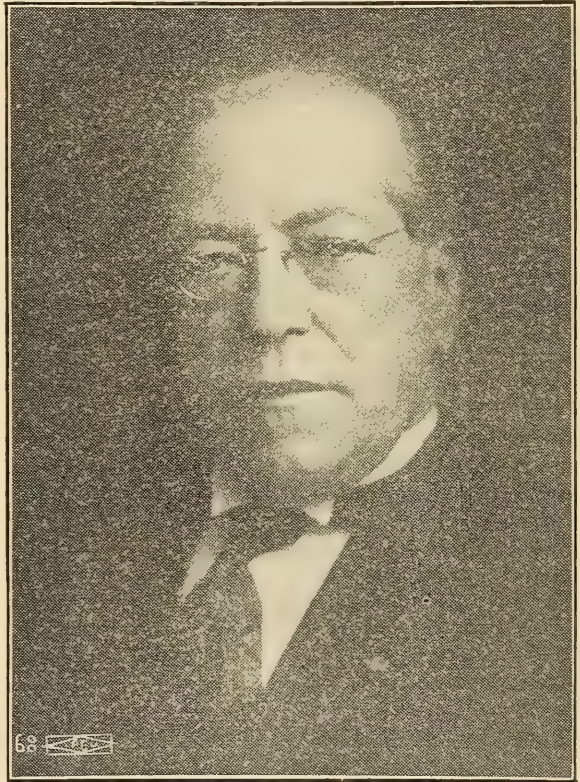
With this reminder of responsibility, face the future with eyes steady and unafraid and hands ready and capable for your own tasks and to help others less strong.

Be true to yourselves and the cause of Labor, which is the cause of burdened humanity.

Take courage from your achievements during the past thirty-four years. See big things for humanity—demand them and fight for them.

Ideals are the motive forces that give courage for every great endeavor.

May the ideals of the Carpenters be large with the bigness of life, strong with the virility of practical men, effective through the power of associated free men.



Samuel Gompers

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AULD LANG SYNE

(By Gabriel Edmondson, First General President.)



SEVENTY years ago unionism among the carpenters was in embryo and needed the vitalizing spur of poverty to bring it into existence and make it a civilizing force to push our progress as a nation to its present development.

When quite a small boy, I saw a parade of the journeymen carpenters of the city of Washington, who had struck for a ten-hour work-day. The population of the nation's capital was then about 20,000. Up to that time the hours of labor were from sunrise to sunset. In the long, hot days of summer the work was as hard and exhausting as that of a field hand in harvest, before the days of the reaper, with a lowhanging cloud just appearing above the horizon.

The parade was unique and creditable both as to numbers and deportment. Each carpenter carried some tool that marked positively the distinctive character of the demonstration, broad axes (now obsolete), saws, bench planes, adzes, augurs, hatchets, and a cabinet maker's bench mounted on a wagon drawn by two black horses chalk-lined fore and aft. On the wagon were carpenters making shavings that marked the line of march. The parade accomplished its object and ten hours became fixed as a day's work, but no union grew out of this peaceful victory.

The journeymen, apparently satisfied with their success, failed to see any use for an organization that called for the payment of regular dues. Several benevolent orders, the Odd Fellows, the Red Men, and others attracted the more provident and influential among them where the payments of sick and death benefits were the inducement, but in the main a general air of poverty pervaded the ranks of the journeymen carpenters. Only the practice of the most rigid economy enabled the married man to keep out of debt. The number of days employed during the year was about the same as at present. Piece work was in-

troduced for a winter job when outdoor work was suspended. Nearly all well established bosses could make up a large stock of doors, sash and blinds of standard sizes for the next season's use. The prices were based on what an average hand could do in ten hours work. All work was by hand from the rough as labor-saving machinery had not been introduced to any great extent nor had it even been invented.

A four panel door, raised panels both sides, for instance, was considered a day's work and brought the journeymen \$1.25 for his labor, the lumber being furnished. Piece work was originally a help for the journeyman as it gave him employment at a time when he needed it most. It afterward became a menace to his livelihood when unscrupulous bosses cut the prices to the bone in order to gain an advantage over their competitors. Instead of being a winter job, piece work became the rule on a certain class of work the year around.

In the decade that immediately preceded the Civil War there had grown up many abuses that had a tendency to humiliate both bosses and journeymen. The lack of a decent lien law was an incentive to the dishonest contractor to adopt sharp practices. The poor journeyman was his chief victim, with the material man a close second. The scarcity of real money, the use of a depreciated currency and store orders as a medium of exchange were demoralizing. As regards liquor, the temptation to dissipation was accentuated by the fact that whiskey was only three cents a pint, while a cheaper grade could be had for twenty cents a gallon.

These demoralizing influences were bearing hard on a class that saw no future, except incessant toil without sufficient remuneration for any better showing. The outbreak of the Civil War and the call for volunteers so depleted the ranks of skilled labor that wages took a sharp upward turn and more than doubled. But at the close of

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the war the return of the soldiers to the trades caused the labor supply to exceed the demand and wages suffered a relapse to former conditions, which reached its lowest ebb in 1880. The rough school of army life had proven the value of organization and discipline which was applied to the industrial field not by the masters alone, but by the workers. The conditions became so bad that something had to be done to avoid anarchy. It was an easy task to convince carpenters in a

personal chat that the fault lay with them, and their only hope was in union. The call for the journeymen carpenters to meet for the purpose of organization was a surprise. Instead of two or three dozen expected, the hall was crowded. The rest is the history of the Brotherhood.

At some future day, if the spirit so moves me, I may tell you how the infant organization safely passed the crucial period of the first year.

THE DEBT WE OWE THE UNITED BROTHERHOOD

(By Wm. J. Shields—Fifth General President.)



In the month of August, 1881, there came into existence the Brotherhood of Carpenters and Joiners of America, conceived for the purpose of banding together the carpenters therein, and of following up this work with an attempt to better their conditions as tradesmen. The two paramount issues in our declaration of principles were: first, the eight-hour work-day, second, the increasing of the wage scale and now, after our thirty-four years of life, we are privileged to scan the intervening period and review the field of action, with its many sacrifices as represented in expended energy and money necessary to this accomplishment.

Yes, we have through united effort gone beyond the goal of our first ambition, and even largely put into operation the forty-four-hour week; and it is with a measure of pride that I record the fact that the city which holds my membership has been the first to sign up with the employers association for the five-day work week. While we, of the advance guard, feel that we have a just right to congratulate ourselves on our distinct victory, still we do not forget that many of the industries are still governed by the nine-hour day, and that a few still hold to the long ten hours of the past. Were we to be advised by men of these callings, their suggestion would be to the effect, that inasmuch as we have been fortunate enough to secure the

eight-hour work-day sooner than they, that our energy should now be directed in assisting them to gain similar conditions before concentrating our effort on a still shorter work-day. This position, however, does not appeal to the Boston carpenters from their experiences of the past winter, and beyond this we have had it demonstrated that some crafts, like some regiments, are better qualified or equipped to hold the advance line than are others. The advance guard must be chosen on a test of merit and I think it safe to say that if these callings that are now subject to the longer hours had given more attention to the necessity of the trade union cause and got together the needed ammunition that the eight-hour day would have been enforced years before it was. No, we must advance with the necessity of the times; and the times demand, in my judgment, at least something better than what is obtained by conditions granted under the present eight-hour system.

Living is assuming higher proportions as time goes on, and the producing masses must live. There can be no stronger position assumed than an insistent demand for an industrial regulation that will keep men at work. This is the attitude taken by the great mass of the under paid and the unemployed. The retarding factor in our efforts at industrial regulation toward this end has been the hard-hearted, narrow-minded, close-fisted individuals, who stand apart, shunning organization, refusing to co-

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operate, and assuming the right to work on a basis of the lowest wages, and the longest hours. This position has handicapped our efforts to quite an extent; on the other hand, responsibility for this state of affairs rests with the antagonistic employer. But notwithstanding the retarding influence of these reactionaries we have been able to serve the cause of humanity, and have the satisfaction of knowing that on these two phases of our work, conditions are better than they were. By our success we have demonstrated to the business world our ability to increase the amount of money in general circulation, and by this means add to the revenue of all classes. As a result of our thirty-four years of effort as an organization we have (putting it conservatively) increased the wages of carpenters one dollar per day; this does not only mean the fellow in the organization, but includes those who allow the union to improve their condition, and have nothing in return to offer but abuse. But we will leave these characters where they are, on the outside, and will use for our purpose only those in good standing in the U. B. Two hundred thousand men with a dollar a day increased wages would represent \$200,000 per day. Multiply this \$200,000 by six days in the week and you have \$1,200,000. Multiply this by fifty-two weeks in the year and you find the tremendous addition of \$62,400,000 added to the circulating medium by the membership of the U. B. alone. It takes money to make good business and we feel a justifiable pride in the part we have played in this respect. By this showing it becomes plain that the enemies of labor must be the enemies of the majority of the people because conditions of labor cannot be improved without improving the conditions of society as a whole. It follows also that the interests of the wage-earners cannot be neglected or injured, without seriously affecting the general interests. So inseparable are the interests of the various factors in our great industrial system that this position is generally agreed to.

Possibly coming next in line of im-

portance in our accomplishments, has been the training afforded the membership. The trade unions have been in a sense the workingman's university. The late Carrol D. Wright, in defining the labor question, stated that it not only underlay all other questions, but preceded them; and, in accordance with this definition, inspiring thoughts upon the social, economic, and political questions have received attention on the floors of our meeting rooms, thus leading to a more efficient handling of the affairs of the organization. The lesson learned by the membership is that the only remedy for the present irregular industrial condition is organization. He is beginning to see that out of the struggle and out of the teachings of the trade union, there is growing a new school of political economy which recognizes the ethical relations of men. He also understands that the labor question is a progressive proposition, and that the adjustment of present day problems result in imposing new obligations which require a higher order of men to deal with them. We are constantly meeting new situations, and new problems; there is no perfect remedy, just a continuous struggle along more rational lines. Struggle in itself is aspiration, and it is what has developed the men of our movement. Simple, complete contentment means absolute stagnation, out of which nothing can grow. When one is content with the idea that he is growing, he represents progress in the truest sense. Yes, the membership have acquired a better understanding of what their rights consist of and the way through which they can obtain a larger share of that which they know should be theirs.

The personal liberty of the carpenter has been greatly improved in the last thirty-four years of activity. At the start, through forcible action, and against the plea of the contesting employer who claimed his liberty was being restricted, it represented to him a departure from custom, and he felt aggrieved, but he ungracefully yielded; and so it has been down through time,

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with all those who have opposed the great advance of the U. B. In these latter days the relationship between the employer and the men employed is of such a harmonious character that it permits them coming to agreement on lines of mutual satisfaction. The result of union activity means liberty and non-union conditions represents misery and want. The object lesson is to be seen by all who will see; it cannot be explained away by economic sophistry.

Wage earners have always had freedom to exist, to tremble at the mandate of the boss; to be unresisting factors under job tyranny, to sacrifice life and limb in dangerous employments, to work long hours at small wages. They do this now wherever they are unorganized. We have had enough of this kind of liberty. As the product of our thought, of our collective brain power, of our realization of the employers absolute nec-

essity, we have laid hold of the principle of collective bargaining, of mutual protection, of organized effort. We have conceded certain non-essentials in our relationship with each other in order that vital advantages might be secured for all. By virtue of trade unionism we get more money to spend. This frees us from some of the distressing conditions imposed by scanty wages. We get more leisure, this leaves us free to cultivate our intellectual and social faculties. We have secured safeguards against accident and death, and all these benefits have given us an assurance of a longer and more enjoyable life. This represents but a small part of what has been achieved during the years the U. B. has been in existence. Therefore, if we would continue this onward and upward movement into the time to come, we need to cement our forces, stimulate our appreciation and harmonize our action.

OUR STATUS—PAST AND PRESENT

(By John Williams, 11th General President.)



SINCE the formation of the United Brotherhood of Carpenters and Joiners of America during the summer of 1881, a generation of men has passed away.

Of those who were privileged to participate in laying the foundation of our noble organization there are but precious few left. Methinks it would be a gracious recognition of what we owe to these pioneers if a page of *The Carpenter* were devoted to a Roll of Honor, containing the names of all living members of that courageous band, who have preserved their membership through all these thirty-four years. Such a roll would not only be of peculiar interest to the older members, but it would be a stimulus and an inspiration to the young men who in latter years have joined the movement; it would connect and relate them to the small beginnings that have grown to such splendid proportions. This idea might be extended to include the living ex-General Presidents who have maintained their affiliation and

whose interest in the welfare of the U. B. is undiminished.

Whether or not the founders of the organization had a clear vision of its future and destiny is a question upon which there might be honest differences of opinion. I am inclined to the view that they had not. They laid a foundation that was sound in principle and of fairly good workmanship and design. This is shown by the fact that the general plan lent itself to a development and expansion in later years without straining to any serious degree the scope of action outlined in the original scheme. But, if we are to judge according to the results attained during the first eighteen years of the Brotherhood's existence, my conclusion that the founders lacked a clear vision of its future and destiny seems to be well established. Moreover, there are certain facts in the unwritten history of the organization, known to a great many members besides the writer of this article, which confirm this view.

Permanent expansion and growth did

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not begin until after the New York Convention held in 1898. I do no violence to the facts when I say that the real bases for the wonderful prosperity enjoyed by the organization since 1900 were laid in that convention. Everybody who is familiar with the affairs of the Brotherhood up to 1898 knows that it was dominated in every vital respect by one forceful personality. All administrative functions were centered in one official. That many members realized and resented such a condition is evidenced by the action taken at several preceding conventions, when proposals to make the General President a salaried officer were adopted by the delegates without much opposition. The purpose of such a change was to divide administrative authority and responsibility and thereby eliminate the one-man control that to many had become quite irksome. Every attempt to effect the change by a direct amendment of the constitution failed, however, for the simple reason that when submitted to the vote of the membership the cost of such a change was always so featured in explanatory notes accompanying the proposition as to invite its defeat. The serious-minded and earnest men who in various sections of the country were leading the forces of the Brotherhood knew that growth such as they had a right to look for was out of the question until the organization was unshackled and freed from the bonds of a form of paternalism that repressed its spirit and stunted its growth. I know that this was their feeling, but they withheld expression thereof because of their loyalty and affection for a great leader and a masterful mind. But relief had to come and what could not be attained by direct action had to be accomplished by strategy.

The Committee on Constitution of the Convention of 1898, with A. C. Cattermull, of Chicago, as Chairman and the writer of this article as Secretary, undertook its tasks with seriousness of purpose and definite appreciation of the primary needs of the Brotherhood. The Committee knew that the time had

come to break away from the old order of things. It knew that if the U. B. was to fulfill its mission and realize its possibilities, a new course had to be mapped out.

The first and most important step was the conversion of the office of General President from a mere figurehead into an active and essential factor in the administration of the general affairs of the organization. The Committee knew the fate of every previous effort to change the constitution in regard to that office; therefore it concluded not to recommend another attempt. Instead, it drew upon its practical knowledge of psychology for a plan to gain the result. It was agreed to put forth a number of changes in the constitution whereby many and varied duties devolving upon the General Secretary were to be transferred to the General President. It was thought that the membership, when called upon to vote on the amendments, would not object to the division of authority and responsibility—would not oppose the idea of making the General President the actual, as well as the nominal head of the organization, so long as it was done without providing in terms for another salaried office. The Committee also requested and received authority to prepare the official circular submitting the amendments adopted by the convention to a referendum. By this means any scheme that might have been contemplated to defeat the plan was frustrated. How well the Committee on Constitution and the Convention had gauged the feeling and temper of the members is shown by the fact that out of about fifty proposed amendments submitted to a vote only two were defeated. Of the wisdom of the course adopted at that time there can be no shadow of doubt.

The results of the changes then effected in our fundamental law were somewhat startling. The transfer of authority meant a readjustment of control. This in turn led to developments unforeseen. The Brotherhood survived the shock and emerged from the crisis in its history renewed in spirit and resolute

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in its determination to render a better account of itself in the field of trade unionism.

The men called from the ranks to leadership during the past sixteen years have demonstrated their fitness, capacity and courage. With fearlessness and clear vision they have piloted their charge to phenomenal success and material prosperity. The wonderful growth in membership has been brought about through the untiring efforts of an effective body of workers, directed and stimulated by the men at the helm. To enumerate the achievements of the period would occupy too much time and space. It is proper, however, to refer to one or two outstanding facts that typify the unfaltering courage and progressive spirit of the officers and men of the U. B. One was the establishment of a financial policy and the upbuilding of a standing and prestige that would inspire confidence and respect. This was accomplished through years of painful and anxious plodding, during which the managers of our business gave us most loyal and intelligent service. Our business stability kept pace with the growth of the membership. Our material resources became ample and sufficient to meet all obligations under normal conditions. The other important fact of the period to which I want to refer is the erection of the Carpenters' Building. I have always regarded this enterprise as one of the milestones of our progress. It was a wise thing to do for sentimental and business reasons. We cannot disregard sentiment, for it is an important factor in social development, it is the thing that, without regard to material interests, binds men together—it is that which in our relations one with the other, although scattered far and wide, makes for true comradeship and brotherhood, and the joint ownership of the Carpenters' Building fosters that feeling. As to the business wisdom of the venture there cannot be any reasonable doubt. So long as the rentals properly chargeable against the U. B., and the other receipts from the property, insure a fair return on the investment,

the ownership of the building must always be a source of satisfaction.

Having derived pleasure and inspiration from a partial survey of the past, we now turn forward, moved by what has been accomplished to inquire as to the future, its opportunities and obligations.

Will the membership share with me a vision of a nobler and higher destiny than the United Brotherhood has hitherto fulfilled?

What has the Brotherhood of Carpenters been? And what has it done? And what can it do?

The first two questions in the preceding paragraph call for an interpretation of the facts of the history of our organization. The Brotherhood since its inception to the present time has been a militant economic force. The germ-thought that gave it being was the need of co-operative action to bring about better economic conditions for the men of the trade. And in truth it must be said that in thirty-four years we have not moved far away from that base. We have absorbed other organizations which were working in the same field or in kindred fields, but every step was taken with a view to the ultimate success of the movement for economic betterment. Our economic aspirations have been given expression through the Brotherhood; they are spelled in terms of daily use, so familiar to us all—shorter work-days, shorter work-weeks, higher wages and the elimination of onerous and intolerable conditions of employment. This has been the creed as well as the objective through these long years. Other things have been and are being done, but they are not essential. The monetary benefits that are paid under constitutional authority are secondary and incidental to the main purposes of the organization. The Brotherhood has justified its existence not through what it has paid in currency to those having claims against it, but through its successes in realizing for its members their economic aspirations. During the last quarter century it has been the medium of securing to hundreds of thousands the en-

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joyment of shorter days and weeks with increased compensation.

Now, what may it be? What can it do? Will it be enough if the U. B. continues to serve its membership in the same manner as in the past? I do not think so. As a matter of fact there is here and there evidence of an awakening to a realization of new fields of service, of new opportunities, and hence, of new obligations. I believe the time has come for expansion. A definite educational policy should be adopted, a policy that will take account of the attainments of the average man in the ranks, and will have for its purpose his enlightenment in all matters that pertain to his welfare as a member and as a citizen. Moreover, I think it should have a rational program of social legislation, not in opposition to, but in concert, with other organizations whose aims and objects are the same.

One other subject I wish to mention. Disability and mortuary donations are

paid out of general funds and sick benefits out of local funds. So long as the U. B. has gone in for this form of benefits why should it not extend its beneficent care to those of its members who are permanently incapacitated through no fault of their own. This is not an impracticable notion. The Printers' Home at Colorado Springs is a shining example of what can be done and is one of the noblest tributes to the humanitarianism and practicability of the labor movement. What a glorious achievement it would be if the United Brotherhood of Carpenters and Joiners of America, with upwards of a quarter of a million members, were to establish and maintain two such institutions, one in the East, the other in the West. I hope that this is in its horoscope and that within ten years it will come to pass. Then, indeed, may we be proud to have had some small part in the upbuilding of an organization whose existence is a benediction and whose achievements establish the reality of human brotherhood.

PAST, PRESENT AND FUTURE

(By William D. Huber.)



HE old order is gradually but perceptibly changing!

As the little rivulet gathers momentum, speed and volume after leaving its source, and becomes a mighty river, and one of the great arteries of commerce; as the tree gathers strength, stability and grandeur in its increasing years, until it gathers a great forest around it; as the fledgling gains confidence, courage and power in its flight and becomes in time the creator of many of its kind; as the child at its mother's breast, grows and develops into a great leader.

So! This Grand Old Brotherhood is gradually changing, and becoming the mighty river, the magnificent tree, the bird of destiny, and the great leader for all those who labor, and build wisely and well with the tools of our craft.

The old guard is passing away!

But the gaps in the ranks are being

filled with younger men and are being made all the stronger for the infusion of the rich, red blood and vitality of youth. God-speed them on their mission! They are giving the membership such services, and attending to the wants, destinies, wishes and desires of the Brotherhood in a manner and with such competency as was never visualized by the founders of the organization.

And, this has, and is being accomplished. How?

By a division of authority, generously granted through the amendments by the membership. Those now in charge of our destinies do not believe "in running by the line and the dipsey lead" of "trimming their sails to every untried breeze," but by faithful, meritorious and continued work to upbuild and uplift this organization to a pinnacle never before attained by any trade society.

O! Grand Old United Brotherhood!

You are a solace, a balm, a guiding

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light; the ultimate haven of rest, and the final refuge of all who use the tools and practice that "mystery" accredited to the Great Nazarene.

Come!

Gather into the fold, and assist those who are helping you; be a militant member of the Brotherhood; be one of those whose voices are heard in the temples of trade-unionism; be one of those who by your deeds, demonstrate beyond argument and cavil that you are one who believes in the greatest good for the greatest number, and that this can be accomplished by and through affiliation, loyalty and co-operation in the greatest movement extant—TRADE UNIONISM.

The Short Unit Course

"Short Unit Courses For Wage Earners and a Factory School Experiment" is the title of bulletin No. 159, just issued by the bureau of labor statistics of the department of labor. The best method of assisting persons who are already wage earners so as to increase their skill, earning power and opportunities for advancement has long been a problem with educators and employers, as well as with wage earners themselves. The short unit course is designed for effectively solving this problem for certain groups of workers.

The short unit course is an intensive form of instruction in a limited number of lessons, which is intended to serve a specific need of a particular group. Each course deals with one part of the trade and is complete in itself. The courses include only what has been found to be of practical value in the trade. The material selected is taught by a practical teacher, with reference to its adaptability to the trade needs of the particular group. By eliminating all unnecessary preparatory work the courses economize the time of the pupil.

A common weakness of the courses frequently offered for wage earners is that they are laid out to cover three or four years, and only a few pupils remain in school long enough to complete the course. The short unit course meets the difficulty by dealing with one spe-

cific thing in each course and by making the unit so small that the pupil will be able to complete it within the time the school can probably hold him. If the unit course is laid out for ten lessons the pupil who remains during the course gets all the school has to offer on a specific topic. By offering a series of short unit courses on the same subject experience goes to show that when one course is completed the pupil is likely to return for the next one and thus actually remains in the school longer than he would if the same work were laid out in the form of a continuous course.

Labor of Children

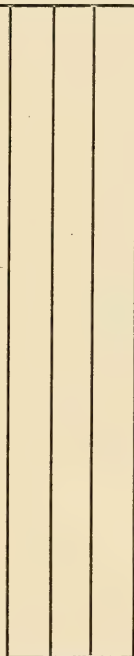
It is certainly well to have collections of figures made on many subjects, says an exchange, but on none is it more important than in the case of children. Thus the national child labor committee reports more than 6,000,000 illiterates in the United States and that one in seven of the children between ten and fourteen are not in school; that twenty-nine states do not care whether children can read and write when they have reached an age at which such states permit them to go to work. There are 1,000,000 children today under the age of sixteen years who are employed in various industries in addition to another 1,000,000 in agriculture, of whom only a part are helping their parents on farms.

It may surprise people to know that only thirty-nine states have passed child labor laws in the last seven or eight years. It will surprise them that so many as five states, one in the north and four in the south, permit children to work who are under fourteen and often down to seven and eight years and allow them also to work in mills.

Not a quarter of the truth about the burdens laid upon children to earn livings for families would be known save for the exertions of those who contribute their own money, employ the inspectors, stimulate the lawgivers and generally devote themselves to the tremendous task of protecting childhood against the encroachment of selfishness for the earnings of children.

TRIBUTE

THIRTY-FOURTH
ANNIVERSARY
OF THE U. B. OF
C. AND J. OF A.



Just thirty-four years this summer,
August, Eighteen Eighty One,
Through persistent agitation
Well and wisely we begun;
And we builded for the future
Even better than we knew,
For our "Labor Forward Movement"
Stands for all that's good and true.

Difficulties formed the diet
Our first efforts fed upon;
'Spite of everything we flourished,
Great achievements have been won;
To the founders of that Union
There was no such word as fail,
For they fought with perseverance
To make Labor's cause prevail.

In the scope of high ambitions
And right principles maintained,
We can trace our march of progress
In the members we have gained;
We have realized the vision
That our leaders had of yore,
When they organized our Locals
And the brunt of hardships bore.

On all sides improved conditions
Speak for Union's conscious powers,
And the magnitude of blessings
That through labor has been ours,
And with pride in retrospection
We press forward once again,
Hopeful, striving, ever upward
Toward the goal we must attain.

Celebrate the glad occasion
Of this anniversary,
Emphasize the union label
For it is our guarantee;
Still maintain the line of progress
Striving for the common good
Till the sad old world grows better
In the smile of brotherhood.

—Margaret Scott Hall
Kirkwood, Ga.

Editorial



THE CARPENTER

Official Journal of
The United Brotherhood
of
Carpenters and Joiners of America

Published on the 15th of each month at the
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Indianapolis, Ind.

UNITED BROTHERHOOD OF
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PUBLISHERS

FRANK DUFFY, Editor

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FRANK DUFFY,
Carpenters' Building Indianapolis, Ind.



INDIANAPOLIS, AUGUST, 1915

Our Thirty-Fourth Anniversary

The history of the growth and progress of our organization during the thirty-four years of its existence is summarized very clearly in the special articles in this issue written by men who have played a large part in making the U. B. the important international labor organization that it has become. For that reason the August Carpenter is likely to prove valuable and the membership will do well to preserve their copies for future reference.

Our achievements in the last thirty-four years as reflected in these articles are indeed remarkable. From small beginnings we have steadily worked up until we have become a labor organization of the front rank with a membership roll which is now over the quarter of a million mark.

The history of our thirty-four years' existence is an object lesson in the value of organization. In that comparatively short time the status of the American carpenter has changed immeasurably for the better and instead of being a poorly organized and helpless craft as we were at the time P. J. McGuire conceived the idea of the United Brotherhood we are today reasonably well organized, independent and self-reliant.

Wages have more than doubled, working conditions have been greatly improved and the hours of labor reduced to rational limits—all this and more we have to show as the fruits of organization. Millions of dollars have been spent in sick, death and disability benefits and for strike and lockout relief. We have also erected our headquarters building and the latest evidence of our progressiveness has been the installation of the U. B. printing plant at headquarters.

What the future has in store for us who shall say? It is altogether probable that the achievements of the future will overshadow those of the past and it is likely that by the time our organization will celebrate its fiftieth anniversary a great deal more will be added to our list of accomplishments.

One of the embryonic projects which we are likely to see realized in the near future is the establishment of some system whereby the aged member of the organization may be taken care of when he is no longer capable of making a living at his trade. An old age pension or a home such as the Typographical Union maintains is likely to be decided upon, and it appears as though the pension idea seems to be more generally favored. Either one would be a great step forward and would greatly enhance the reputation of the U. B. as one of the most progressive international labor organizations.

The Carpenter

The Observance of Labor Day

While the observance of Labor Day has become general in recent years it is nevertheless well to remind trade unionists of the significance of the holiday which the nation has set aside as a tribute to the toiling millions. It is a serious mistake—which, happily, is not made by any large number of trade unionists—to regard celebrations of Labor Day as a rather useless expenditure of time and money. Nothing could be farther from the truth. Rather is it true that every dollar spent and every effort made to add to the impressiveness of the occasion redound to the benefit of labor.

Labor Day is the psychological time to get the public to see the justice of labor's claims. At no other time is the public ear so predisposed to listen. The public pulse quickens at the sight of long ranks of marching men passing through the thoroughfares of our cities giving a practical demonstration of the solidarity of labor.

A great work can be done, therefore, on Labor Day in educating public thought and molding public opinion toward the aims and purposes of the organized labor movement. It offers a golden opportunity for removing misconceptions and dispelling falsehoods spread by the enemies of unionism. Unusual publicity is also secured because the views expressed by speakers at Labor Day celebrations are given more space in the newspapers than that which is usually given to labor gatherings.

All this is helpful and should be taken advantage of. It occurs to us, too, that whenever possible, well informed labor men should be chosen as speakers in preference to outsiders and "celebrities." A clear-cut, straight-from-the-shoulder statement of the aims and purposes of the labor movement from such a person would be much more effective than the stereotyped Labor Day speeches of politicians and "friends of labor." Resolutions adopted at such meetings should be right to the point and copies of them furnished the local newspapers for publication.

This year's celebration of Labor Day throughout the country will probably be more impressive than ever before, because the forthcoming holiday will find the American labor movement stronger than ever. More has been, and is being, done to bring the unskilled workers and all wage earning women under the flag of trade unionism. The ideals of the organized labor movement are being better understood than perhaps at any time in the past and the great mass of thinking people are realizing at last that labor's cause is the cause of humanity, the cause of justice.

* * *

The Bonding of Financial Officers

The month of July has now passed and the records at the General Office show that many of our Local Unions, District, State and Provincial Councils have failed to carry out the provisions of Section 15, page 18, of our General Constitution by making application for bonds for their financial officers. If your organization has failed to comply see that this is attended to at once.

The minimum premium of any single bond up to \$500.00 is \$2.50, and 50 cents for every additional \$100.00, so that the minimum cost on bonds of Financial Secretaries and Treasurers would be \$2.50 each or a total of \$5.00.

Any organization desiring to bond its financial officers in a sum in excess of \$1,000.00 should notify the General Treasurer, as the rules of the Surety Company call for an individual application in these cases and application will be forwarded forthwith.

Send all applications to General Treasurer Neale, together with check or Money Order covering the cost of premium, making check payable to General Secretary, Frank Duffy.

The receipt for premium paid on the bond is all that is necessary for your Union to hold as a record of the transaction. A special bond is not issued for each Union. A schedule bond is issued by the Surety Company which is registered and which we hold at this office and the individual bonds are covered

(Continued on Page 32.)

Official Information



GENERAL OFFICERS OF THE UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

General Office,
Carpenters' Building, Indianapolis, Ind.

General President,
JAMES KIRBY, Carpenters' Building, Indianapolis.

General Secretary,
FRANK DUFFY, Carpenters' Building, Indianapolis.

General Treasurer,
THOMAS NEALE, Carpenters' Building, Indianapolis.

First Vice-President,
W. L. HUTCHESON, Carpenters' Building, Indianapolis.

Second Vice-President,
JOHN T. COSGROVE, Carpenters' Building, Indianapolis.

General Executive Board,
First District, T. M. GUERIN, 200 Second Ave., Troy, N. Y.

Second District, D. A. POST, 416 S. Main St., Wilkes-Barre, Pa.

Third District, JOHN H. POTTS, 646 Mellish Ave., Cincinnati, O.

Fourth District, JAMES P. OGLETREE, 278 Keel St., Memphis, Tenn.

Fifth District, HARRY BLACKMORE, 4223 N. Market St., St. Louis, Mo.

Sixth District, W. A. COLE, 129 Henry St., San Francisco, Cal.

Seventh District, ARTHUR MARTEL, 1399 St. Denis, Montreal, Que., Can.

JAMES KIRBY, Chairman.

FRANK DUFFY, Secretary.

All correspondence for the General Executive Board must be sent to the General Secretary.

Unavoidably Held Over

Owing to the unusual demands made upon our space in this issue as a result of the publication of the interesting anniversary articles and the vote on amendments to our General Laws, a number of important items have been held over to the September number of The Carpenter, notably our correspondence department and the "List of Localities to be Avoided."

Proceedings of the Third Quarterly Session, 1915, of the G. E. B.

During the interim between the April and July sessions, the following matters were submitted to the General Executive Board by correspondence:

April 24, 1915.

St. Louis, Mo.—Request of the District Council for official sanction and financial aid in support of a movement to organize the mills. Sanction granted; financial aid to be considered as reports are received at the G. O.

May 4, 1915.

Kenosha, Wis.—Request of L. U. No. 161 for an appropriation for organizing purposes. An appropriation of \$150.00 was made, same to be expended under the direction of the G. P.

Kansas City, Mo.—Request of Millwrights' Union No. 1529, endorsed by the D. C. for an appropriation for organizing purposes. The Board appropriates \$150.00, same to be spent under the direction of the G. P.

Augusta, Ga.—Request for financial assistance for men involved in lockout. The Board votes to consider the request as reports are received at the G. O.

May 7, 1915.

The G. P. submitted to the members of the Board a letter of information relative to the metal trim controversy in Indianapolis, Ind.

May, 11, 1915.

Request of the District Council of Chicago, Ill., for financial assistance for men out on strike. The Board appropriates \$25,000.00.

May 12, 1915.

Charleston, W. Va.—Request of L. U. 1207 for official sanction in support of a movement for an increase in wages of 5 cents per hour. The request is denied, the movement not having been endorsed by the necessary 55 per cent vote, as provided for in our General Laws.

The Carpenter

May 14, 1915.

The G. S. submitted a letter to the members of the Board, stating that the Aetna Accident & Liability Company of Hartford, Conn., had offered the most suitable proposition for bonding our local officers and that the contract had been awarded that company. The Board concurred in the action of the G. P. and G. S., also in their recommendation that the bonding proposition should be handled by General Treasurer Neale.

May 15, 1915.

South Bend, Ind.—Request of L. U. No. 413 for an appropriation for organizing purposes. The Board appropriates \$150.00, same to be expended under the direction of the G. P.

May 17, 1915.

Rock Island, Ill.—The G. P. submitted to the Board a communication from the Tri-City District Council relative to men involved in a lockout resulting from their efforts to maintain their working agreement. Request made by the District Council for financial aid favorably considered.

May 20, 1915.

Chicago, Ill.—The G. P. submitted a report from the District Council relative to strike conditions, and the sum of \$20,000.00 was appropriated.

May 21, 1915.

Far Rockaway, N. Y.—The G. E. B. concurs in the action of the G. P. in the matter of the suspension of L. U. No. 81 for refusing to comply with instructions given by the G. P.

May 24, 1915.

Hamilton, Ont., Can.—The G. P. submitted to the Board the report of the deputy on the proposed trade movement in Hamilton, the matter having been before the Board at the April meeting and referred to the G. P. for investigation. The Board denies the official sanction asked for, as conditions in Hamilton do not warrant our men entering into a trade movement at this time.

Charleston, W. Va.—Fifty-five per cent of the membership of L. U. No. 1207 having voted in favor of the proposed movement for an increase of 5 cents per hour, the matter is again submitted to the G. E. B. and the official sanction asked for is granted.

May 25, 1915.

Indianapolis, Ind.—The G. P. submitted to the Board a request made by the District Council for financial assistance. The request is denied.

May 26, 1915.

Buffalo, N. Y.—The G. P. submitted to the Board correspondence with the District Council relative to the admission of members of the Sycamore Club to the U. B. at an initiation fee of \$2.00, the men over the age of fifty to be entitled to the same benefits as they were when suspended from the Brotherhood. The G. E. B. concurs in the proposition of the Buffalo District Council.

May 27, 1915.

The G. P. called the attention of the G. E. B. to the resignation of Arthur A. Quinn as Second General Vice-President and the appointment of John T. Cosgrove of Elizabeth, N. J., to fill the vacancy. The G. E. B. approves of the appointment of Brother Cosgrove.

June 3, 1915.

Chicago, Ill.—Request of the District Council for financial assistance for men involved in strike. The Board appropriates \$20,000.00

June 4, 1915.

The G. P. submitted a letter of information relative to the action of the Board on the proposed trade movement in Hamilton, Can., and the request of the Indianapolis District Council for financial assistance.

June 7, 1915.

Louisville, Ky.—Request of L. U. No. 64 for an appropriation for organizing purposes. The sum of \$300.00 is appropriated, same to be expended under direction of the G. P.

Chicago, Ill.—The Board appropriates the sum of \$6,000.00 for relief of men on strike, as per reports made to the G. O. by the District Council.

June 15, 1915.

The G. P. submitted correspondence to the G. E. B. setting forth conditions in connection with the strike in Chicago. The sum of \$10,000.00 is appropriated for the relief of the men involved.

June 16, 1915.

The G. P. submitted to the Board a communication from Lawyer Beattie relative to law suits in New York City.

June 17, 1915.

Richmond, Va.—Request of L. U. No. 388 for an appropriation for organizing purposes. The Board appropriates the sum of \$200.00, same to be expended under the direction of the G. P.

June 21, 1915.

Baltimore, Md.—On the recommendation of the G. P., who submitted a report relative to conditions in Baltimore, the Board appropriates the sum of \$300.00 for organizing purposes, same to be expended under direction of the G. P.

June 21, 1915.

Chicago, Ill.—The G. P. submitted a communication containing information relative to his conference with Mayor Thompson concerning the strike situation.

June 23, 1915.

Chicago, Ill.—On a report received from the District Council the Board appropriates the sum of \$8,000.00 to aid the men on strike.

June 25, 1915.

The G. P. submitted a letter of information relative to the situation in Chicago and in Cleveland, Ohio.

The Carpenter

July 1, 1915.

Chicago, Ill.—The Board appropriates the sum of \$8,000.00 for strike relief, as per reports made by the District Council to the G. O.

Indianapolis, Ind., July 12, 1915.

Chairman Kirby called to order on the above date the third quarterly meeting of the G. E. B., all members present.

Torrington, Conn.—Application of L. U. No. 216 for official sanction in support of a trade movement for an increase in wages from \$3.00 to \$3.50 per day, effective September 1, 1915. The matter is referred to the G. P. for investigation.

San Angelo, Tex.—Request of L. U. 411 for official sanction and financial aid in support of a movement for an increase in wages of 5 cents per hour. Owing to the condition of trade throughout the country, the Board does not deem it advisable to sanction the movement at this time and accordingly denies the request.

Athens, Texas—Request of L. U. 422 for official sanction in support of trade movement for an increase in wages of 10 cents per hour, effective August 1st, 1915. Official sanction granted.

San Francisco, Cal.—Request of the Maritime Bay District Council for official sanction and financial aid in support of a movement to enforce trade rules, effective August 9th, 1915. Official sanction granted; financial aid to be considered as reports are received at the G. O.

Longview, Texas.—Request of L. U. No. 1097 for official sanction in support of a movement for an increase in wages of 5 cents per hour, effective August 1st, 1915. Official sanction denied, as the movement is not supported by the 55 per cent of the membership of the L. U. as per Section 58.

Russellville, Ark.—Request of L. U. No. 1836 for official sanction in support of a movement for an increase in wages of 2½ cents per hour. Sanction granted.

Akron, Ohio.—Request of the Summit County District Council for an appropriation for organizing purposes. The request is denied and the matter of organizing referred to the G. P.

Toronto, Ont., Can.—Request from the District Council for an appropriation for organizing purposes in that district referred to the G. P. for investigation.

Parkersburg, W. Va.—Communication received from L. U. No. 899 relative to strike now in progress in that city. The Board makes a final appropriation of \$132.00 for the relief of the men involved.

Eau Claire, Wis.—Request of L. U. No. 1074 for official sanction and financial aid in support of a movement to establish Union shop conditions. Sanction denied, as the Local Union has not complied with Section 58 of our General Laws in the matter of notifying the G. O. sixty days in advance of the movement.

Windsor, Ont., Can.—Request of L. U. No. 494 for an appropriation for organizing purposes in that city received and considered. The

request is denied and the matter of organizing referred to the G. P.

Protests were received from the District Council of St. Louis, Mo., L. U. No. 795 and No. 1596 of the same city, and L. U. No. 1864 of Kansas City, Mo., against the agreement entered into with the Brewery Workers' International Union governing repairs on boxes, demanding at the same time that the agreement be cancelled. After careful consideration of the matter in all its phases the Board denies the request on the grounds that the agreement has worked satisfactorily so far to the interests of the members of the United Brotherhood as a whole.

Wheeling, W. Va.—A request was received from the Ohio Valley Trades and Labor Assembly for permission to circulate an appeal for funds among our Local Unions to prosecute the Judge Dayton case. Request denied.

LaCrosse, Wis.—Request of Rubber Boot and Shoe Workers' Union No. 14791 for permission to circulate an appeal for financial assistance for members involved in strike considered and denied.

Huntington, W. Va.—A communication was received from L. U. No. 302 of Huntington, requesting that a portion of the U. B. funds be deposited in a Huntington bank. The G. E. B. is not opening new accounts at this time, as the funds will not warrant such action.

Resolutions relative to the European war and the possible entry of the United States into the conflict were received from L. U. No. 84 of Akron, Ohio, and the District Council of Dayton, O. Referred to a committee of three to consider and report back to the G. E. B. before adjournment of the present session.

St. Louis, Mo.—A communication was received from the District Council of St. Louis, stating that on account of the depression in the building industry it had been deemed advisable to postpone the proposed movement to organize the mills for a period of ninety days. The action of the District Council in temporarily postponing the movement is concurred in, but before definite action is taken the matter must again be submitted to the G. E. B.

A communication was received from the National Women's Trade Union League stating that the recent convention of that organization had raised objection to the \$500.00 appropriated by the G. E. B. in February, 1915, to the League being sent through the American Federation of Labor and expended under the direction of President Gompers, the objection being based on the contention that all appropriations made to the League should be turned over to them direct. The former decision of the G. E. B. of February 10th, 1915, is reaffirmed, which is to the effect that the appropriation of \$500.00 be sent through President Gompers of the A. F. of L. and used for organizing purposes under his direction.

Stockton, Cal.—Full accounting from L. U. No. 266 for money appropriated to that Local in September, 1914, received and filed.

The Carpenter

July 13, 1915.

All members present.

President Kirby appointed Brothers Duffy, Guerin and Cole to draft resolutions relative to the European war, as per action of the Board on July 12th.

New York, N. Y.—Request of Dock Builders' Union No. 1456 for an appropriation for organizing purposes was carefully considered and same denied.

Marietta, Ohio.—Request of L. U. No. 356 for an appropriation for organizing purposes. The request is denied and the matter of organizing referred to the G. P.

Jonquieres, Que., Can.—Request of L. U. No. 1338 for an appropriation for organizing purposes. The request is denied and the matter of organizing referred to the G. P.

Portland, Ore.—A communication was received from Ship Calkers' Union No. 1052 of Portland, stating that they would not comply with the ruling of the G. E. B. concerning members of the U. B. holding membership at the same time in the Industrial Workers of the World, also stating that they objected to having their Local officers bonded through the G. O. The G. E. B. decides that L. U. No. 1052 must abide by the Constitution and Laws of the U. B., the same as all subordinate bodies chartered by the U. B.

Canton, Ohio.—Request of L. U. No. 143 for continuation of strike benefits for relief of men on strike. Request denied.

Norristown, Pa.—Full accounting from the Montgomery County District Council for moneys appropriated for relief of members on strike in Norristown in 1915 received and filed.

Kankakee, Ill.—Full accounting from L. U. No. 496 for money appropriated for relief of men on strike in Kankakee in 1915 received and filed.

Stockton, Cal.—Full accounting from L. U. No. 266 for money appropriated for relief of men on strike in 1914 and 1915 received and filed.

Montreal, Que., Can.—The sum of \$16.00 is appropriated to the Montreal District Council for organizing purposes, same to be expended under the supervision of the G. P.

Chicago, Ill.—A communication was received from L. U. No. 1922 appealing from the action of the Chicago District Council in denying the mill men the right to vote on a proposition to give the Arbitration Board full power to act in negotiating an agreement with the employers. The Board decides that appeals of this nature must first be passed upon by the G. P. before being taken to the G. E. B.

The Board considered the proposed agreement for the admission of the Manhattan Ship Joiners into the U. B. as presented by the subcommittee of the U. B., and concurred in same, providing all the records of the members of the Ship Joiners be sent to the G. O. This is necessary in order to avoid conflictions in the

payment of claims by the G. O. and to protect the members.

Tacoma, Wash.—Appeal of L. U. No. 470 from the decision of the G. T. in disapproving claim for disability donation in behalf of Malcolm M. Hall, member of L. U. No. 470. The decision of the G. T. is sustained on the grounds set forth therein, namely, that claim was not filed within the time specified in our General Laws. The appeal is therefore dismissed.

Detroit, Mich.—Appeal of Percy Pearson from the decision of the G. T. in disapproving claim for funeral donation in behalf of his father, Walter A. Pearson, late a member of L. U. No. 19. The appeal is dismissed and the decision of the G. T. sustained on the grounds set forth therein—that the brother was not in benefit standing at the time of his death.

Cleveland, Ohio.—Appeal of Mrs. Charles Rockwitz, through her attorneys, from the decision of the G. T. in disallowing claim for funeral donation on the death of her husband, Charles Rockwitz, late a member of L. U. No. 11, again taken up, the papers having been before the Board at the April, 1915, meeting and no action taken at that time for the reason that all the papers in the claim were not submitted. The matter is again laid over until such time as the due book of the deceased member is filed with the G. O.

New York, N. Y.—Appeal of the heirs of Gustive E. Weiss, through their attorney, from the decision of the G. T. in disapproving claim for funeral donation on the death of Gustave E. Weiss, late a member of L. U. No. 326. The decision of the G. T. is sustained and the appeal dismissed, as the brother was not in beneficial standing at the time his death occurred.

Glens Falls, N. Y.—Appeal of Mrs. Mary Coffey, through her attorney, from the decision of the G. T. in disallowing claim for funeral donation on the death of Wm. M. Coffey, late a member of L. U. No. 229. The appeal is dismissed and the decision of the G. T. sustained on the grounds set forth therein, namely, that the brother was not in benefit at the time of his death.

Denver, Colo.—Appeal of L. U. No. 55 from the decision of the G. T. in disapproving claim for disability donation in behalf of Carl Herman, a member of L. U. No. 55. The decision of the G. T. is sustained on the grounds set forth therein, namely, that the claim was not filed within the constitutional time limit. The appeal is therefore dismissed.

Brooklyn, N. Y.—Appeal of W. B. Gunzel from the decision of the G. T. in disapproving claim for disability donation in behalf of Wm. Gunzel, a member of L. U. No. 291. The case is referred back to the G. T. for further investigation.

July 14, 1915.

All members present.

San Francisco, Cal.—Request of the Bay Counties District Council for sanction to close

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the district against clearance cards in the event of a strike in support of a movement for the six-hour day, now pending. The Board decides that when the trade movement for a six-hour day is submitted to and approved by the G. E. B., and same goes into effect, the laws of the U. B. now in force will govern the rejection of members coming into the district on clearance cards.

Buffalo, N. Y.—Full accounting from the District Council for money appropriated for relief of men on strike received and filed.

Clinton, Iowa.—Full accounting from L. U. No. 772 for appropriations made for relief of men on strike received and filed.

Indianapolis, Ind.—Full accounting from the District Council for money appropriated for strike relief in June, 1915, received and filed.

Terre Haute, Ind.—Complete accounting from L. U. No. 133 for moneys appropriated for strike relief in May, 1915, received and filed.

Lebanon, Ind.—Full accounting from L. U. No. 1797 for appropriations made for strike relief in June, 1915, received and filed.

South Bend, Ind.—Full accounting received from L. U. No. 413 for moneys appropriated for strike relief in May, 1915; noted and filed.

Lancaster, Pa.—Complete accounting from L. U. No. 59 for money donated for strike relief in April and May, 1915, received and filed.

Augusta, Ga.—Full accounting from the District Council for money appropriated for strike relief in May, 1915, received and filed.

Alton, Ill.—Appeal of M. J. Walsh from the decision of the G. P. in the case of Walsh vs. L. U. No. 377 of Alton, Ill. The decision of the G. P. is sustained on the grounds set forth therein and the appeal dismissed.

Alton, Ill.—Appeal of A. E. Swartz from the decision of the G. P. in the case of Swartz vs. L. U. No. 377 of Alton, Ill. The decision of the G. P. is sustained on the grounds set forth therein and the appeal dismissed.

Montclair, N. J.—Appeal of the Montclair District Council from the decision of the G. P. in the case of I. U. 1122 of Bloomfield, N. J., vs. the Montclair District Council. The decision of the G. P. is sustained on the grounds set forth therein and the appeal dismissed.

St. Petersburg, Fla.—Appeal of C. C. Williams from the decision of the G. P. in the case of C. C. Williams vs. L. U. No. 531 of St. Petersburg. The decision of the G. P. is sustained on the grounds set forth therein and the appeal dismissed.

Reading, Pa.—Appeal of John G. Long from the decision of the G. P. in the case of Long vs. L. U. No. 492 of Reading. The decision of the G. P. is sustained on the grounds set forth therein and the appeal dismissed.

Herron, Ill.—Appeal of E. C. Cowan from the decision of the G. P. in the case of Cowan vs. L. U. No. 581 of Herrin. The decision of the G. P. is sustained on the grounds set forth therein and the appeal dismissed.

Kansas City, Mo.—Appeal of the Kansas City District Council from the action of the First G. V. P. in disapproving a proposed amendment to the district by-laws. The decision of the First G. V. P. is sustained and the appeal dismissed.

Cincinnati, Ohio.—Partial accounting from the Cincinnati District Council for moneys appropriated for relief of men on strike (outside) in 1914 received. The matter is referred to the G. S. to take up with the District Council for a final and complete accounting for the money appropriated.

July 15, 1915.

All members present.

The examination and audit of the books and accounts was taken up at this time and occupied the entire day.

July 16, 1915.

All members present.

The examination and audit of the books and accounts continued.

July 17, 1915.

All members present.

Allentown, Pa.—On a report received from the Local Union in Allentown, through the organizer stationed there, the Board appropriates the sum of \$108.00 for the relief of the men on strike.

The examination and audit of the books and accounts continued.

July 19, 1915.

All members present.

Perth Amboy, N. J.—Request of L. U. No. 65 for ruling as to eligibility of certain members to act as delegates to the State Federation Convention. The matter is referred to the G. P., as all points of law must first be decided by that official before being acted upon by the G. E. B.

North Adams, Mass.—Request of the Berkshire County District Council for an appropriation for organizing purposes. The request is denied, and the matter of organizing in the district referred to the G. P.

Canton, Ohio.—Request of L. U. No. 143 for an appropriation for organizing purposes. The Board denies the request and refers the matter of organizing in Canton to the G. P.

New York, N. Y.—Request of L. U. No. 126 of Brooklyn, L. U. No. 309 and 476 of New York City for an appropriation to assist in organizing the Furniture Workers. The request is denied and the matter of organizing referred to the G. P.

Los Angeles, Cal.—Request of the District Council for an appropriation for organizing purposes. The request is denied and the matter of organizing in that city referred to the G. P.

Birmingham, Ala.—Request of the District Council for an appropriation for organizing purposes. The request is denied, and the work of organizing in Birmingham referred to the G. P.

(To be Continued.)

Claims Paid



CLAIMS PAID DURING JULY, 1915

Claim Name of Deceased or Disabled No.	No. of Local Union	Length of Membership		Cause of Death or Disability	Amount Paid
		Yrs.	Mos.		
24594 Isalah Shauler	10	9	9	Suppression of urine	\$ 75.00
24595 Geo. H. Dwelly (dis)	117	4	1	Accidental injuries	300.00
24596 Oscar Dauphin	169	15	..	Tuberculosis	300.00
24597 Frederick Meyer	213	7	..	Suicide	300.00
24598 Mrs. Margaret Smith	247	5	1	Sarcoma of brain	75.00
24599 Roy Kelsey (dis)	347	3	4	Accidental injuries	300.00
24600 John J. Kieley	351	6	8	Peritonitis	300.00
24601 Mrs. Catherine Hewitt	443	13	..	Carcinoma	75.00
24602 Benjamin R. Newcomb (bal)	714	6	8	Oedema of lungs	225.00
24603 Stanley Kieler (dis)	1053	3	4	Accidental injuries	300.00
24604 Mrs. Rebecca A. McClurkin	1056	3	..	Cancer	50.00
24605 M. A. Stewart (dis)	1428	6	7	Accidental injuries	400.00
24606 A. R. Lindsay	1893	6	11	Hemorrhage	200.00
24607 Martin Rasmussen	1456	11	1	Hemorrhage	300.00
24608 John Michaelson	1456	7	1	Tuberculosis	300.00
24609 Mrs. Abigal E. Taylor	7	16	9	Myocarditis	75.00
24610 Jeremiah Donovan	11	13	10	Bright's disease	125.00
24611 Mrs. Mary Ann McGimpsey	11	4	11	Perforation of stomach	75.00
24612 Mrs. Bertha Yaekel	25	7	10	Pernicious anemia	75.00
24613 Leonard Tracey	34	6	1	Nephritis	300.00
24614 Hugh Laing	43	14	..	Pneumonia	300.00
24615 J. A. Williams	63	9	10	Paralysis	75.00
24616 Cook Bevinger	90	10	10	Tuberculosis	300.00
24617 Chas. Baillargeon	96	23	..	Tuberculosis	300.00
24618 E. V. Morse	97	17	2	Fracture of ribs	300.00
24619 Amos B. Gray	106	6	1	Asphyxiation	300.00
24620 August Rolke	211	12	8	Broncho-pneumonia	125.00
24621 Otto Giesecke	213	4	9	Acute indigestion	50.00
24622 John P. Green	274	13	1	Peritonitis	125.00
24623 Charles A. May	312	15	5	Gastric carcinoma	300.00
24624 E. Corcoran	364	2	7	Cancer	50.00
24625 James McEachern	483	1	9	Hemorrhage	200.00
24626 Mrs. Helen Boross	497	2	11	Pulmonary phthisis	50.00
24627 August Axelson	521	21	11	Carcinoma	300.00
24628 Geo. W. Underhill	604	4	..	Gastritis	50.00
24629 Nels Lundh	643	4	3	Tuberculosis	200.00
24630 Jos. B. Douglass	736	2	11	Tuberculosis	200.00
24631 Mrs. Jennie S. Gwaltney	751	12	4	Carcinoma of liver	75.00
24632 Stanislaw Wlzlza	824	1	2	Tuberculosis	200.00
24633 Thomas E. Tufts	938	12	9	Angina pectoris	125.00
24634 Geo. Krause	1015	4	7	Anaemia	50.00
24635 B. E. Ingraham	1055	15	8	Carcinoma	125.00
24636 Anderson Ligon	1687	3	2	Exhaustion	200.00
24637 Quinton D. Campbell	1779	7	..	Drowning	300.00
24638 Mrs. Mary Reimer	1784	8	8	Carcinoma of knee	75.00
24639 John Baimel	1786	3	1	Nephritis	300.00
24640 Mrs. Annie Moravitz	1786	6	..	Tetanus	75.00
24641 Mrs. Margarette Tunnel	1790	16	10	Nephritis	75.00
24642 Severin Johnson	181	17	2	Tuberculosis	300.00
24643 Mrs. Caroline Erickson	181	17	1	Carcinoma	75.00
24644 Chas. F. Stoner	255	3	..	Asthma	50.00
24645 John Brown	381	26	7	Suicide	300.00
24646 Mrs. Theresa Szeckers	723	7	7	Paralysis	50.00
24647 Mrs. Lillian C. Miller	1307	7	9	Eclampsia	75.00
24648 Mrs. Fannie Hauska	1367	3	8	Tuberculosis	75.00
24649 Anton Jakobsen	1	14	3	Tuberculosis	300.00
24650 Anton Kowalski	1	19	10	Myocarditis	300.00
24651 Peter Johnson (bal)	13	12	10	Pneumonia	167.50
24652 F. G. Niemann	87	24	7	Chronic bronchitis	300.00
24653 Alfred Pollack	147	10	10	Lobar pneumonia	300.00
24654 Sam Renner	156	8	11	Automobile accident	300.00
24655 Mrs. Frances M. Ferrell	266	16	..	Cancer	75.00
24656 Mrs. Mary Powers	273	23	8	Endocarditis	75.00
24657 Mrs. Elina J. Benoit	275	8	7	Septicaemia	75.00
24658 Robert G. Reavely	335	14	3	Arterio sclerosis	125.00
24659 Mrs. Sophia Budzin	341	4	10	Tuberculosis	75.00
24660 John Grannis	439	3	10	Pneumonia	50.00
24661 J. W. Hoffman	470	13	2	Parocarditis	125.00
24662 Ernest Carlson	478	2	8	Cerebral lues	200.00
24663 John Denholm	703	20	10	Carcinoma	300.00
24664 Chas. Heliker	750	8	6	Nephritis	75.00
24665 Mrs. R. A. McClurkin (bal)	1056	3	..	Cancer	25.00
24666 Phidias A. Forte	1105	14	6	Intestinal obstruction	300.00
24667 Mrs. Mary Flaherty	1350	10	..	Hemorrhage	75.00

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CLAIMS PAID DURING JULY, 1915—Continued

Claim Name of Deceased or Disabled No.	No. of Local Union	Length of Membership Yrs. Mos.	Cause of Death or Disability	Amount Paid
24668 Edgar D. Halstead	1717	16	1 Meningitis	300.00
24669 Louis Hayek	1785	8	7 Cancer	300.00
24670 E. M. Harris	642	10	8 Nephritis	300.00
24671 Andrew L. Mitchell	658	7	10 Ulcer of duodenum	300.00
24672 Paul Fritz	12	19	6 Fracture of skull	\$300.00
24673 Peter Muncici	30	4	.. Electrocution	200.00
24674 E. M. Gabbert	63	3	9 Heart Failure	50.00
24675 Mrs. Isabel Nichols	365	21	4 Heart disease	75.00
24676 John Doran	482	25	1 Apoplexy	300.00
24677 Robert W. English	680	7	10 Pneumonia	300.00
24678 Mrs. Viola E. Miller	819	3	4 Puerperal fever	75.00
24679 Mrs. Elizabeth B. Bernd	1151	13	1 Cancer	75.00
24680 Geo. B. Kline	1295	3	4 Heart failure	200.00
24681 Fred J. Kusch	1921	4	11 Endocarditis	200.00
24682 Mrs. Bertha Bock	1922	15	2 Pyo-Nephroses of kidney	75.00
24683 A. E. Krogstad	7	5	11 Fracture of skull	75.00
24684 Henry L. Pitcher	404	7	11 Bright's disease	75.00
24685 S. J. O'Hare	177	16	8 Cerebral Hemorrhage	300.00
24686 Mrs. Elizabeth T. Mann	1	14	4 Obstruction of bowels	75.00
24687 Frank Jercykowski	9	8	1 Pneumonia	75.00
24688 Mrs. Frida Gross	11	4	7 Tuberculosis	75.00
24689 Mrs. Mary E. Davis	11	14	9 Nephritis	75.00
24690 John Weiner	13	5	9 Pneumonia	300.00
24691 John M. Baker	30	5	11 Bright's disease	75.00
24692 Mrs. Martha Hagans	52	16	.. Tuberculosis	75.00
24693 Scott Longworth	61	5	4 Heart disease	300.00
24694 John Calder	87	25	.. Fall from roof of house	300.00
24695 James F. Duffy	125	6	1 Tubercular meningitis	300.00
24696 Martin Kaluza	341	3	3 Septicaemia	300.00
24697 Martin L. Nolan	401	8	11 Nephritis	300.00
24698 James A. Ferris	498	2	.. Gastric ulcer	200.00
24699 H. I. Donaldson	526	3	8 Morphine poisoning	200.00
24700 J. H. Harris	581	11	9 Heart failure	125.00
24701 Albert Carlson	952	16	7 Locomotor ataxia	300.00
24702 L. E. Provost	1611	1	1 Heart failure	104.25
24703 Victor Zajicek	1786	2	10 Drowning	200.00
24704 Michael Rahal	33	5	7 Fracture of skull	300.00
24705 Fred Kiefer	105	2	1 Peritonitis	200.00
24706 George Kast	309	20	5 Cirrhosis of liver	300.00
24707 Frank Starkey	347	9	9 Drowning	113.00
24708 Thomas Denton	617	9	3 Heart disease	300.00
24709 Mrs. Emeline Robinson	1062	13	3 Nephritis	75.00
24710 Henry Unger	1401	3	8 Myocarditis	50.00
24711 Chas. Loeffel	1596	12	2 Rheumatic myocarditis	300.00
24712 Fritz Ruyter	1626	11	5 Pulmonary hemorrhage	50.00
24713 Jose L. Maduro	1833	4	4 Cardiac syncope	200.00
24714 Mrs. Rosa Schwartz	1824	6	2 Shock	75.00
24715 Dell Clapp	11	17	.. Apoplexy	300.00
24716 Henry Schaefer	11	4	1 Electrocution	200.00
24717 Mrs. Anna Bruders	13	5	.. Cerebral embolism	75.00
24718 Michael Halod	22	2	2 Mitral insufficiency	50.00
24719 Mrs. Anna L. Ludwig	22	15	8 Carcinoma of stomach	75.00
24720 Mrs. Carrie E. Ryder	22	12	4 Perinephritic abscess	75.00
24721 James Carty	38	30	9 Apoplexy	200.00
24722 Henning Carlson	62	5	3 Typhoid fever	300.00
24723 John Meyer	62	14	1 Drowning	300.00
24724 Daniel Davis	69	7	.. Paralysis	300.00
24725 Mrs. Lulu Jeffries	90	3	4 Organic kidney disease	75.00
24726 Augustus Glover	92	29	10 Nephritis	300.00
24727 Mrs. Ida Bloom	126	2	5 Cancer	50.00
24728 Richard O'Donnell	141	12	5 Organic heart disease	125.00
24729 G. F. Mayhall (dis)	198	15	11 Accidental injuries	400.00
24730 Jesse O. Le Fever	251	10	11 Appendicitis	300.00
24731 John J. Sullivan	281	20	7 Cerebral hemorrhage	300.00
24732 Frank W. Smith	301	17	2 Tuberculosis	300.00
24733 Albert Z. Rehling	389	10	10 Paresis	300.00
24734 Leonard Thompson	387	9	11 Nephritis	300.00
24735 John O'Handley	438	8	3 Pneumonia	300.00
24736 Archie Bernard (dis)	443	4	7 Accidental injuries	300.00
24737 Michael G. McLaughlin	471	27	9 Nephritis	300.00
24738 Wacław Kamuski	482	5	2 Tuberculosis	300.00
24739 Ephraim Olsen	757	12	4 Diabetes	125.00
24740 John Wright	640	7	6 Pulmonary hemorrhage	300.00
24741 Ulric Lavally	683	13	7 Bright's disease	300.00
24742 Mrs. Fredericka Wood	965	10	.. Pneumonia	75.00
24743 Israel Goldberg	1008	9	1 Fracture of skull	300.00
24744 John H. Michelsen (dis)	1082	21	.. Accidental injuries	400.00
24745 Mrs. Annie Mathlesen	1158	10	6 Tuberculosis	75.00
24746 Mrs. Sophia E. Baker	1281	2	9 Pellagra	50.00
24747 Mrs. Julia W. Johnson	1367	3	1 Pernicious anemia	75.00
24748 Michael White	1393	11	4 Fracture of skull	300.00
24749 Gleuseppe Villacci (dis)	1565	9	9 Accidental injuries	400.00
24750 Joseph Theroux	1616	..	10 Cancer	100.00

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CLAIMS PAID DURING JULY, 1915—Continued

Claim Name of Deceased or Disabled No.	No. of Local Union	Length of Membership Yrs. Mos.	Cause of Death or Disability	Amount Paid
24751 J. J. Cushman	1626	11 11	Endocarditis	125.00
24752 Jas. B. McGrath	359	26 4	Malignant growth in mediastium	300.00
24753 C. R. Sloan	550	13 9	Apoplexy	125.00
24754 Mrs. Emma Lorimer	716	10 1	Appendicitis	75.00
24755 Owen Sheridan	747	14 2	Nephritis	125.00
24756 J. E. Forward	747	13 8	Perforation from Gastric Ulcer	300.00
24757 Mrs. Louise C. Hokanson ..	1620	4 ..	Scarlet fever	75.00
24758 Mrs. Clara Krach	1922	22 2	Nephritis	75.00
24759 Herman Jusenius	13	4 11	Diabetes mellitus	300.00
24760 Mrs. Anna T. Didriksen ..	42	11 7	Organic heart disease	75.00
24761 Mrs. Elizabeth A. Rambo ..	208	6 3	Infection of bowels	75.00
24762 Joseph Gognat (dis)	274	10 ..	Accidental injuries	400.00
24763 Mrs. Lea Bouffard	407	2 1	Ruptured pus tube	50.00
24764 Jacob Mahle	440	14 9	Drowning	300.00
24765 R. S. Grice (dis)	448	15 ..	Accidental injuries	400.00
24766 David Cederstrom	857	3 3	Tuberculosis	300.00
24767 Richard Wilke	1367	3 3	Tuberculosis	300.00
24768 Mrs. Ida Matilda Kelly ..	1868	7 11	Sepitic pulmonary embolism ..	75.00
24769 T. S. Wasmuth	1922	8 9	Cerebral hemorrhage	300.00
24770 Edward Richings	38	13 1	Cancer	300.00
24771 H. D. Collins	79	11 10	Paralytic dementia	300.00

Total\$34,384.75

Full beneficial claims\$25,109.75

Semi-beneficial claims 2,650.00

Wife's claims 3,325.00

Disability claims 3,300.00

Total 34,384.75

DISAPPROVED CLAIMS FOR JULY, 1915

Claim Name of Deceased or Disabled No.	No. of Local Union	Length of Membership Yrs. Mos.	Cause of Disapproval	Amount Paid
2738 Kristjan Holm	1646	2 2	6 months—suspended	\$200.00
2739 Matt Costello	149	14 9	3 months' arrears	300.00
2740 Gustav Person	62	9 1	Alcoholism	300.00
2741 S. B. Thorbergeson	1646	5 8	3 months' arrears	300.00
2742 Mrs. Margaret Hamilton	142	29 2	3 months' arrears	75.00
2743 Geo. Morris	1452	1 7	Not filed in time	200.00
2745 Patrick Riley	22	13 1	Alcoholism	300.00
2746 Mrs. Lilly Boersing	1082	3 ..	Semi-beneficial, not entitled to wife donation	50.00
2747 Christian Beissner	497	23 5	3 months' arrears	300.00
2748 Mrs. Hilma Wallin	1805	.. 10	Sick at admittance	25.00
2749 Mrs. Alice Cross	1517	12 2	Semi-beneficial, not entitled to wife donation	75.00
2750 Frank I. Wintermute	52	1 5	3 months' arrears	200.00
2751 Mrs. Fannie E. Summers ..	1281	6 8	3 months' arrears	75.00
2752 Mrs. Willie Adeline Griffin ..	1718	2 1	3 months' arrears	50.00
2753 Fred C. Edwards	281	1 8	3 months' arrears	200.00
2754 Fritz Nelson	65	17 7	3 months' arrears	300.00
2755 Orson West	984	13 ..	Violation of Sec. 44 Gen. Laws ..	50.00
2756 Wladyslawa Ahorst	13	2 1	3 months' arrears	50.00
2757 Alexander J. Eno	867	8 4	3 months' arrears	300.00

The Bonding of Financial Officers

(Continued from Page 24.)

thereby. If there should be any change in the office of the Financial Secretary or Treasurer during the year for which bond is issued, kindly notify General Treasurer Neale and the bond will be transferred to cover the successor.

In filing claims against bonds, evidence must be furnished the company showing that shortage has occurred within the term of the bond covering the officers at fault; in other words, a Union should be able to give dates and amounts of items handled by such officers, mak-

ing up the total loss. In order to furnish same, every organization should know through its Auditing Committee the exact state of its accounts and books upon the execution of a bond or a renewal, in order that there will be no confusion upon this point to stand in the way of a settlement.

Unions seeing to it that their business is transacted so that these requirements can be fulfilled, will insure to themselves the fullest security against loss of funds and will facilitate the prompt settlement of any claims against their bonds.

Casual Comment



The Union Label should be on every article of wearing apparel that you wear.

* * *

This issue reflects the steady progress made by the U. B. in the last thirty-four years.

* * *

We are building for posterity as well as for ourselves when we are helping the U. B. to grow.

* * *

Thirty-four years hence, we wonder what giant strides the organization will have made.

* * *

The ideals which inspire the Labor Movement are those which make life worth living.

* * *

That the U. B. has thus far in its career more than fulfilled the expectation of its founder is apparent to all.

* * *

The message of President Gompers, of the A. F. of L., to our membership published in this issue has a characteristic ring about it.

* * *

Through force of circumstances and close associations, Brother Gompers has had exceptional opportunities to mark the rise and progress of the organization of our craft.

* * *

Every bona-fide trade unionist is a true practical idealist—but the extent and degree of each member's practical idealism is not uniform—it largely depends upon the intensity of his zeal for the cause of labor.

* * *

The larger life—the nobler hope—the crystalized dream of a clearer, truer existence when all will be children of one vast, contented family—that is the dominant hope which inspires and actuates the labor movement of our time.

The inspiring clarion ring of President Gompers's message will find a responsive echo in the heart of every earnest United Brotherhood member and should stimulate us, one and all, to greater accomplishments in the future.

* * *

Now that we have our own printing plant, the membership should evince a healthy interest in our official Journal and send us in news from the various locals which will be published if it is likely to be of interest to the membership at large.

* * *

It is our desire to publish everything that may be of interest bearing on the affairs of the organization in particular and the welfare of our craft in general. The co-operation of every U. B. member is essential if we are to accomplish this fully. Send in the news.

* * *

The near approach of Labor Day, 1915, focuses attention once more on the strength and virility of the American labor movement. Each week, month and year that passes sees it coming nearer to the attainment of its purpose—the complete emancipation of the wage earners from every form of social injustice.

* * *

In all Labor Day exercises the importance of the Union Label should be emphasized. It will not become our most valuable economic weapon until we utilize it to the fullest possible extent. The tendency to postpone or defer Union Label boosting campaigns is a mistaken policy.

* * *

A large volume of important business was transacted by the General Executive Board at its July session as the published proceedings will show. The growth of the organization in recent years has had the effect of greatly in-

The Carpenter

creasing the work and responsibilities of the Board.

* * *

The dispatch with which the Board disposed of the various matters of importance coming before it at the recent session is a remarkable illustration of the degree of efficiency which has been reached in the transaction of the business affairs of the U. B.

* * *

On arrival at headquarters the members of the G. E. B. apparently were unanimous in praising the facility and speed which marked the installation of our new printing plant. Board Member Potts, who supervised the alterations made necessary at headquarters, came in for a large share of congratulations.

* * *

General Executive Board Member T. M. Guerin left for Bridgeport, Conn., a few days before the adjournment of the Board, in order to attend the conference of labor officials called by President Gompers as a means of ending the labor troubles at the ammunition making plant of the Remington Company in that city.

* * *

The death toll in connection with the strike of the employees at the Standard Oil refineries in Bayonne, N. J., is just another indication that the gunman industry flourishes in the effete east as well as in the wild and woolly west, and in both industrial zones it seems to be an outgrowth or manifestation of the same thing—the “benevolent despotism” of the Rockefellers, of which we have heard so much.

* * *

Brother William A. Cole “blew in” from the Pacific coast to attend the recent G. E. B. meeting looking remarkably fit and gave a very encouraging account of conditions in the organization in the far western states, despite the long continued period of depression which has been experienced.

* * *

We do not place an undue amount of credence in the published reports that labor troubles in the plants engaged in furnishing munitions and supplies for

the allies in this country have their source largely in the activities of paid agents of one of the European belligerents.

* * *

In the ammunition making industry which is now flourishing at the highest with the manufacturers making unheard of profits, it is altogether within the bounds of reason that the workers in the industry should seize upon the present as the most appropriate time to better their conditions. If the industry suffers as a result the blame is much more attributable to the greed of the manufacturers rather than to “paid” agitators.

* * *

By striking for a wage increase at such a time while Britain was in a state of war the Welsh miners created a precedent by proving that the government dare not invoke the arbitrary powers vested in it to coerce these workers who were determined to stand up for their rights. A tie-up of the Welsh coal supply would seriously imperil Britain's prosecution of the war and impede the manufacture of munitions so the government saw to it that the miners' demands were met.

* * *

It may not be amiss to once again remind the members to preserve this issue of The Carpenter. The facts concerning the history of the organization which it contains may prove valuable at some future time and very likely may spare you the trouble of having to write to headquarters for information concerning the history of the U. B.

* * *

Arthur Martel, G. E. B. member for Canada, reports labor conditions in the Dominion very unsettled and rather chaotic as a result of the war. Old men are being given work in many manufacturing plants in preference to younger men, so that the latter may more readily join the army. In many cities work is scarce except in plants engaged in furnishing armaments and army supplies to the government.

The Carpenter

General President Kirby's article in this issue which is entitled "Looking Forward" outlines the constructive trend which the organization is likely to take in the future years in so far as it is possible for any person conversant with out past progress to judge. Our increasing importance as a labor organization will involve newer responsibilities as the years pass and it is the duty of each and every member to be prepared to assume them. Everything that each member can do to build up the organization should be done.

* * *

A very compact little book outlining the jurisdictional claims of the U. B. has been prepared for the use and guidance of organizers, business agents and officers of Local Unions by the G. E. B., and its publication is very timely, coming, as it does, at a time when jurisdictional rights are coming to be matters of vital importance. Trade autonomy rights must be upheld justly and impartially if the craft is to maintain its rightful place in the world of labor.

* * *

The jurisdiction over millwright work is set forth very fully in the book and is defined very clearly and in detail. When one considers the importance of this work to the carpenter and the large part he has played in the installation of machinery and the fitting, assembling or dismantling of appliances in manufacturing plants, elevators and so forth, it is not unreasonable to expect him to guard jealously his jurisdiction over it.

* * *

Brother John A. Dyche, former General Secretary-Treasurer of the International Ladies' Garment Workers' Union, is the author of a plan to use the union label as a means of reducing the cost of living by the sale of union label products through the mail order system. The tremendous expansion of the mail order business in recent years has suggested the idea to Mr. Dyche of enlisting the interest and the co-operation of the various labor bodies in the subject of a bona-fide union label mail order business.

Mr. Dyche reasons that as every union man and woman are morally pledged to buy Union made articles, every labor organization should furnish a mailing list for a "union catalog" or mail order house, and the label promoter should become a collector of names and addresses for such a concern. In this way the overhead expenses would be reduced to a very low figure with the result that union made articles could be sold at a great reduction in cost.

* * *

By means of the mail order system, he says, the whole purchasing power of the organized labor movement and their sympathizers might be concentrated and economies effected which could not otherwise be done and that such a scheme would also enable union people to obtain union labeled products in localities where there are no stores for such goods. Mr. Dyche's idea has elicited favorable comment from President Gompers, John Mitchell and other well-known labor men.

* * *

The fifth biennial convention of the Women's Trade Union League which was held in New York during the month of June, successfully indicated the progressive strides that are being made in the organization of women wage earners. The delegates present represented over one hundred thousand women engaged in various industries in various parts of the country and the proceedings demonstrated that the labor movement among the women workers is on a very sure footing.

* * *

Rumor has it that the Boston membership are perfecting plans for the erection of a headquarters building in the downtown section of that city. A fund of \$150,000 will be raised by subscription from the members of the Boston Locals, which is understood will cover all expenses. A building completely modern in every respect is planned. It will be five stories high with offices and halls on the upper floors.

News Notes from Local Unions



Concord, N. H., L. U. 538.—This L. U. asks to be taken off the list of cities to be avoided for the reason that a Worcester, Mass., contractor who employs union men has the contract for the new Concord postoffice. As the membership of our local is small we cannot furnish men enough for the job, and therefore union men coming in from outside may be able to get employment. James Burbeck, R. S.

* * *
Florence, S. C., L. U. 1574.—Owing to slack conditions in the trade in this vicinity, all traveling brothers are asked to keep away. L. U. 1574 is having a hard fight and it is not likely that it will be in a position to help outsiders for at least eight months. A. Pettigrew, R. S.

* * *
Greenfield, Mass., L. U. 549.—Many traveling brothers who have come to Greenfield in the past have found employment, but this summer conditions are so bad that there is scarcely enough work for our own men. Between twenty and thirty of our members are out of work at the present time. George A. Mason, R. S.

* * *
New Orleans, La., L. U. 1846.—This city once more wishes to emphasize the fact that it is overrun with outside carpenters and that traveling brothers cannot hope to find employment here. Members of the U. B. will greatly help the local brothers in their efforts to improve conditions by staying away. F. D. Ross.

* * *
Miami, Fla., L. U. 993.—In view of the depression and strikes through some sections of the north, and the undue advertising of the building boom in this section, Local Union No. 993 desires to make a plain statement for publication. There is in and around our city probably forty or fifty jobs with but very few of them large enough to use ten or more men. A big majority will get along with from one to three men. Our mem-

bership is one hundred less than it was in January and we could well afford to have it reduced another one hundred, although we do not think that would take all the idle men. We do not like the idea of placing our city on the stay-away list like some places we know of that have carried a notice in The Carpenter for a year or more and when our members go there get work at once and write back for more men. Wm. Bradford, L. A. Osborn, J. H. Mann, press committee.

* * *
Terre Haute, Ind., L. U. 133.—This local desires once more to call attention to the dull conditions prevailing in the trade in Terre Haute and vicinity and the advisability of all traveling brothers keeping away from the city. Existing conditions are probably as bad as they have been in a great number of years. J. Junker, Secretary.

Local Unions Chartered Last Month

Fall River, Mass.	Atchison, Kas.
Okeechokee, Fla.	Enid, Okla.
Prince George, B. C., Can.	
Baltimore, Md. (Shipwrights and calkers.)	
Portland, Me.	Martinez, Cal.
Hoboken, N. J. (Ship carpenters and joiners.)	
Total, 9 Local Unions.	

Rejections

C. S. Campbell, a former member of L. U. 73, of St. Louis, Mo., who recently applied for readmission to that local has been rejected three times.

Frank S. Hagan, N. Z. Griffin, H. C. Duncan and Herman Olvey, applicants for admission into L. U. 75, Indianapolis, Ind., have been rejected three times.

The application of W. R. Harrington was rejected three consecutive times by L. U. 953, of Lake Charles, La.

Expulsion

William Hise, member of L. U. 1582 of Cincinnati, O., has been expelled from that local and fined \$50 on a charge of stealing tools. Hise was previously found guilty in police court.

Trade Notes



Successful Trade Movements

Greater Boston, D. C. — The new agreement recently entered into with the Master Carpenters' Association of Boston has been ratified by the District Council. The new schedule dates from July 1, of the present year, and the membership will be paid 57 cents an hour for a five and a half-day week. Beginning July 1, 1916, the wage will be increased to 60 cents, and during June, July and August of that year the five day week will be in force. Under the old scale Boston carpenters received 55 cents an hour.

* * *

Unionize Plant.

The W. A. Ives Manufacturing Company of Wallingford, Conn., well-known makers of auger bits and all wood boring tools, have signed a joint agreement with the Metal Trades department of the A. F. of L., whereby every department of their factory becomes unionized and in future all the products of this firm will bear the joint union label of the metal trades. In signing the agreement various shop conditions were improved and the hours of labor reduced from 59 to 50 hours per week without a corresponding reduction in wages. The agreement is for two years, but it is tacitly understood that there will be a general increase in wages at the end of the first year.

Indiana State Council Convention

The call has been issued for the second annual convention of the Indiana State Council of Carpenters which will open at Gary, Ind., on October 1. Every local in the Hoosier state is urged to be represented at the forthcoming state gathering so that the steady progress made by the council in the first year of its existence may be carried on with greater effect in the future. W. F. Wil-

son, of Indianapolis, is president of the state council and James L. Tate, of Evansville, Ind., is Secretary-Treasurer.

The Lawson Case.

It is satisfactory to learn that the A. F. of L. intends to leave nothing undone to see that justice is done to John R. Lawson, who on July 17, was denied a new trial by Judge Granby C. Hillyer and sentenced by him to imprisonment for life on the charge of causing the death of John Nimmo, a mine guard. Already meetings are being held in different parts of the country and practical steps are being taken to demonstrate to the public that the trial and sentence of Lawson was one of the most glaring miscarriages of justice ever perpetrated.

The main facts in the case are so well known at this time that it is needless to repeat them. In the motion for a new trial Judge Granby C. Hillyer, the former coal company attorney, acted in as brazen and high-handed a fashion as he did at the trial proper, refusing to grant Lawson a new trial in the face of affidavits of a number of jurors to the effect that Hillyer's court bailiff had coerced the jury into rendering a verdict of guilty.

Other strong evidence was also introduced, but nevertheless the court overruled the application for a new trial. At the very moment that Judge Hillyer was passing sentence on Lawson, the latter's attorney, Horace N. Hawkins was in the Supreme Court arguing for a writ of prohibition to restrain Hillyer from acting in strike cases. Hillyer, however, declined to wait for the Supreme Court's decision.

On Solid Ground

Hodge—There's a man who doesn't let the grass grow under his feet.

Dodge—He looks slow enough.

Hodge—He is, but he works in a quarry.

Craft Problems



What Kind of a Home to Build

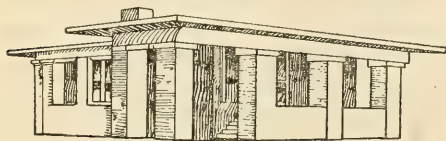
(By, Dwight L. Stoddard.)

Uniformity in home building is nowadays a thing of the past and is due in a great extent to the educative influence of building trades' papers and architectural publications which place before their readers the latest thing in home planning in various parts of the world so that today when anyone sees what suits their eye they are likely to build after that fashion.

Cottages, or at least homes built all on one floor, have become decidedly popular in recent years despite the old notion which used to prevail that those who lived nearer the ground in one story houses were more likely to get malaria and various other ills than their neighbors who were not only away up from the ground, but were also where they could get fresher and purer air.

The Massive Residence.

I make a rough sketch of a massive residence that has actually been built practically like the sketch. I use the term "massive" because those big square columns have a massive appearance and the spacious porch makes a



The Massive Mansion

fine appearing front. Such a building can be built quite cheaply with concrete and be a very permanent structure. Of course, it can be built cheaper with lath and plaster by using a cement plaster that will stand outside weather. One great economical feature of this home is that the roof problem has been solved about as cheaply as it could possibly be. The trouble with most one story houses especially where the roof is cut up to

an unusual extent, is that you have to have a very expensive roof for what little house you have to cover.

The Cottage

The sketch, as you will see, is very simple and cheap, and yet if you should decide to build from that sketch I think you would find before you were through with all the projection gable, tower, and so forth, that the cheapest thing about



The Cottage

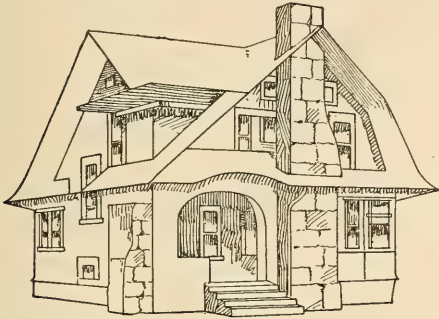
it would be its appearance. Nevertheless, it is a nice little home and if it suits one I fancy he would always be satisfied with it. For one thing a little upstairs space would be available and that feature alone would, in my opinion, be better than to build a one-story home without it, although perhaps this upstairs might be too near the roof to make a very pleasant apartment.

The Bungalow

I have made a rough sketch of what I consider one of the finest appearing styles of bungalows that I have ever had the pleasure of seeing; one built along lines much like the sketch, I think, would attract the attention of the passer-by and make a home that would not only be attractive, but a good one to live in as well. It has not a cheap appearance; in fact there is nothing cheap

The Carpenter

about it, even if it does look slightly rough. I think if I were going to build a bungalow at all it would be something along that style. I will admit that I have never admired bungalows with the rough boards full of cracks and



The Bungalow

shakes, the long rafter feet sticking down way over a few feet more than really necessary, just to give it the bungalow appearance and to make it look rough and cheap. In reality such a one makes a very cheap house in time. The influence of the weather tells upon it after a few years. Besides it is a very expensive one to build.

The Gambrel Roof House

The gambrel roof is a style that I have frequently built. Some think they



The Gambrel Roof House

are very cheap, for they get so much room up under the roof. This style can be built with a big projecting roof and called a bungalow, or if the roof does not project very much you would not

necessarily need to call it that. A style very much like that can be built and make a very nice home. Perhaps the greatest objection we might make to this particular sketch is the fact that there is almost too much depending on that one column. A house projecting way over and depending on a post or two to hold it up unless it is very well constructed, and unless it is closely watched for all the years afterward so that the supports do not decay and let the whole corner of the roof sag, may be in the end not the very best style to pattern after.

The Economical Home

There is nothing as cheap for the room you get as a good, plain square house, having the porches built entirely on the outside of the house and not in under them. In these modern days if you like them and want it very lasting and permanent it is well instead of



The Economical Home

building wooden floors, etc., to make the porch floor, columns, and railing if you wish out of cement.

This house is about twice as roomy as the other sketches and yet can be built for about the same money. This roof outside of the residence that practically has no roof at all is the cheapest roof I have illustrated. It will undoubtedly turn the water longer than any of the rest without repair. When the cottage roof gets to leaking around the tower there will be trouble and expense and then after it is fixed, unless the tinner is lucky enough to get better tin than we generally get hold of nowadays, it

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will be only a short time until the same trouble will reappear.

To satisfy millions of people here, thousands of styles of homes are available. I am not going to illustrate any more of them, but trust these few will be of some benefit to you when you are called on to plan or sketch a home.

The Carpentry of Gothic Architectural Tracery

(By Owen B. Maginnis.)

(Continued from last month.)

The dotted lines in Fig. 10, the elevation of a Gothic head in a small country

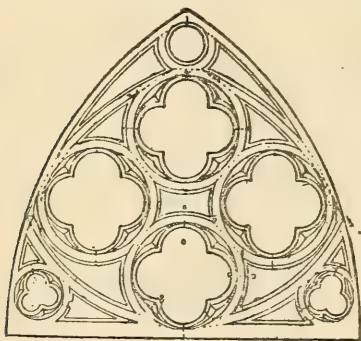


Fig. 10

church, give the direction of the joint or joining lines of the head and all moldings, in fact all layers in constructive tracery work should break joint and be sawn on a miter or drip joint, see

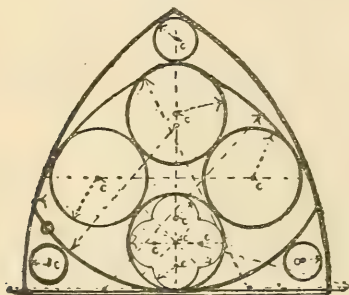


Fig. 11

Fig. 9. Fig. 11 shows the center lines of the tracery of Fig. 10.

The geometrical example Fig. 12, exhibits some flowing or florid tracery and demonstrates its intricacy and the dif-

ficulty often experienced in locating the center points from which to obtain the radial lines of the curves. It, however, becomes easier, when the design is analyzed and studied out, as they are all contained within the circle and situated on lines of squares also within the circumference.

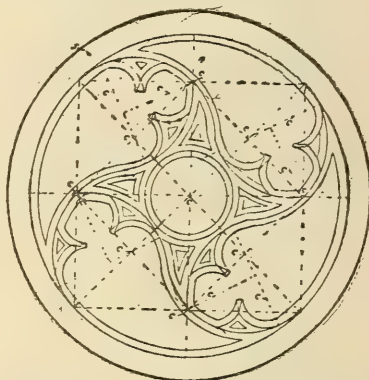


Fig. 12

A little close observation of Fig. 13, and its relation to Fig. 12, will assist readers to quickly comprehend its solution. The Figure laid out to the left of Fig. 13, represents the outline of that to the left of Fig. 12, and shows its four foils, two cusplings and its center. The great task is in finding the joints and



Fig. 13

sizes of the pieces. If possible the spring lines of the several curves should occur on the spring lines of all arcs. For instance, the point of the vertex "R" at the spring line, is the continuation of the

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curve on the lower side of the inner opening and the joint "S" is the same on the left Figure of the cusplings on the circumference.

In the center the joint is best on the horizontal line or diameter, as it is level. So, however, the area of the window be too wide for so few pieces, they may be subdivided, always trying to keep the plane surfaces of the joints on the radiating lines. Like Gothic pointed heads these windows may be built up in thicknesses or laminations, as they are technically termed, glued together, screwed and plugged as previously described.

Great care and accuracy will be necessary in fitting the joints and clamping these details together, so clamps and handscrews should be liberally applied when gluing them up. In truth, all the mechanical workmanship should be of the highest skill and thoroughness, and the running direction of the grains should abut, as far as possible, across the vertical axis of the tree lumber.

Another window much in advance of the foregoing and largely introduced into churches and schools by up-to-date architects is that depicted in Fig. 14, which

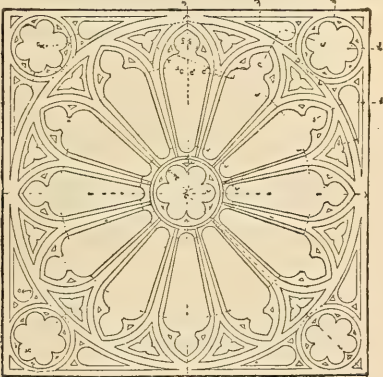


Fig. 14

differs from the last example in being inscribed or included in a square instead of depending so much on squares properties for its geometrical outline and symmetry.

Technically termed, a radial or wheel window, this ingenious application of the

principles of the wheel construction, in adapting its vacant spaces for the purpose of illuminating the interiors of their sacred or educational edifices is a high tribute to the Gothic architects and worthy of great praise. This beautiful example taken from French architecture, the writer has drawn from the original and in doing so, has by the dotted lines

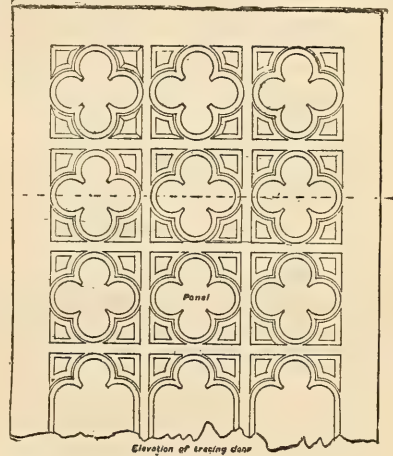


Fig. 15

on the engraving, shown most of the center lines center points radii, possible joints, etc. This window is of very large area about 10 feet each way on the outside of the square. The average stuff on face 3 inches and 6 inches in thickness, dowled and of solid oak. It will be a pleasurable study for those of our readers who are fond of laying out difficult geometrical figures, doing intricate roof problems, or so forth. There was nothing simple about Gothic carpentry. It was beautiful and difficult and really inspiring. Architecture and sculpture involve patience, labor and skill in the effective application of both arts. Oftentimes turned spokes or bars are introduced into these gable or chancel windows, but they are not so effective as the radiating spokes shown in the illustration.

The handsome Gothic quatrefoil door-head seen in Fig. 15, illustrates the high value of geometrical tracery in its relation to carpentry and joinery, as it involves much work in repetition of de-

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tail which is monotonous and tedious to execute. Comprised of three thicknesses of 2 inches of oak, making in all 6 inches and with one inch planted into each side to make up the design shown, it was a massive church memorial door worthy of the best skill.

Fig. 16, explains the layout of one panel which was made as follows:

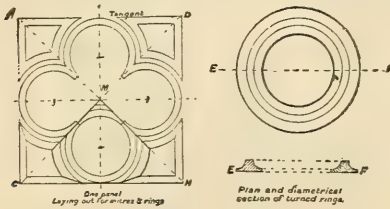


Fig. 16

After the square "A-D-H-C" was set off to the exact size of 8 inches on each side, diagonal lines were drawn as "A-H" and "C-D" intersecting at "M." By dividing the whole square into four minor squares, centers for the four three-quarter circular foils were found and on the lines C-M and H-M the miters of the circular rings turned as

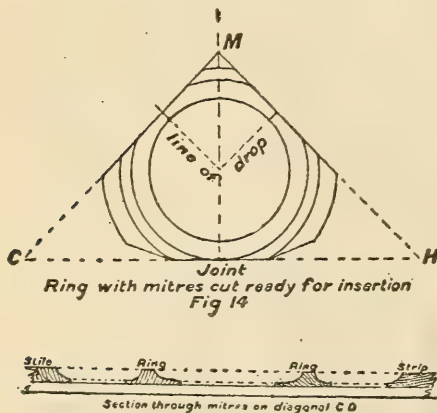


Fig. 17

seen to the right of this engraving were determined as indicated by the heavy black lines in the panel. Each turned ring was next carefully mitred after the manner of Fig. 17, and four of these were set into the raised frame of Fig. 15 to make one, of which there were nine with three trefoils below topping

the three long bottom panels. Nicety of fitting and great patience were required to carry out these operations and read-

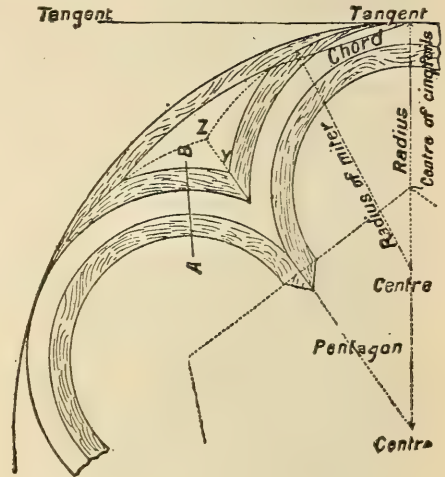


Fig. 18

ers will recognize how, in the higher branches of our craft, haste is useless and only concentrated, long and persistent endeavor can ever hope to succeed.

Fig. 18 explains a cinque-foil or five-

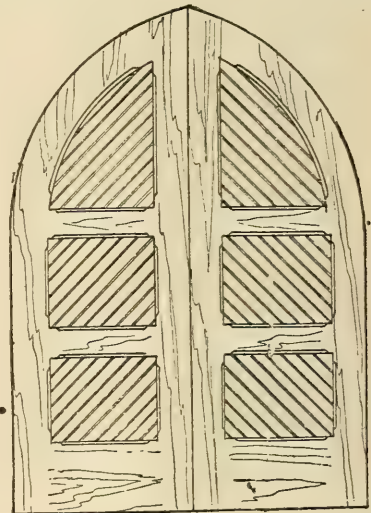


Fig. 19

sided design and may be done in the same way and each geometrical line needed is here clearly shown.

Fig. 19 is the elevation of a comparatively simple pair of Gothic entrance

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doors of oak, framed in the ordinary manner, the head or curve of the jambs being of a drop Gothic outline. I illustrate this to place before readers the great contrast between this elementary example and those herein referred to, yet it is a fine pair of doors at that, but has not that touch of grace and elegance possessed by its prototype. Fig. 20, which is topped with a Tudor Gothic or four-center head, and is evidently an interior door intended for an educational or ecclesiastical building to which this style of Gothic is so appropriate.

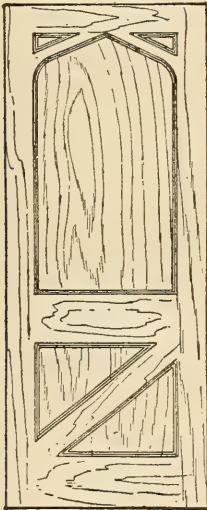


Fig. 20

In conclusion I might state that perhaps some critical reader may say, mentally or orally—"what is the use of reading up and studying a subject which is not much used and which perhaps one may never have to deal with?" To this I would answer that the acquisition of useful knowledge is always in order and he who has gained it will always find it applicable and valuable. Besides, in Gothic carpentry and tracery are contained all the elements of geometry and mensuration known to our skilled craft and with a knowledge, no matter how slight of its principles and methods of construction, the carpenter will find himself better informed and equipped to solve more easily and with less effort,

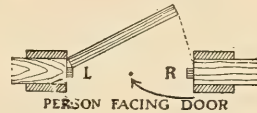
any of the many problems which are likely to arise for his solution and execution.

* * *

The Door Controversy.

Editor The Carpenter:

Under the heading "Which Is Right?" in the May issue of *The Carpenter*, you suggest members give their views as to which is a "right-hand door" and which a "left-hand." Twenty years ago I had it drilled into me that the way to distinguish a right-hand door was thus:



as you face door as it swings from you (never towards you) if hung on left-hand side, as per above sketch, it is a right-hand door; if hung on right side thus: it is a left-hand door. Or, as you



face door as it swings from you, whichever side the handle is on is the right or left-hand, as the case may be.

Yours Fraternally,

J. W. JACKSON,

Port Arthur Branch, A. S. of C. & J.

New York State Federation of Labor

The fifty-second annual convention of the New York State Federation of Labor will open at Buffalo August 24, and its deliberations promise to be of much importance to the wage earners of the Empire state. The year that has elapsed since the Schenectady convention was an eventful one, especially with regard to the efforts put forward to defeat anti-labor legislation in the state legislature and the fight for representation in the constitutional convention at the election last fall. On Wednesday of the convention week, memorial services will be held for the late Daniel Harris, the well-known president of the federation, whose death occurred a few month ago.

Département Français



Rapport De La Convention De La Province De Québec De La F. U

On gardera longtemps à Shawinigan, le souvenir de la belle convention provinciale que la Fraternité Unie des charpentiers menuisiers a tenue, dans cette ville, le 3 Juillet dernier et se termina le 4. L'hospitalité qui fut accordé aux délégués par les citoyens et par les autorités municipales fut exquise, et les délégués furent nombreux. Il en vint de partout, de Sherbrooke, de Saint-Hyacinthe, de Valleyfield, de Saint-Anne, de Bellevue, de Québec, de Jonquières, de Chicoutimi, de Rimouski, de Trois-Rivières et autres lieux. Montréal, Maisonneuve, Saint-Henri, Lachine ont fourni le fort contingent.

Les séances ont eu lieu dans la grande salle des délibérations de l'hôtel de ville, que les autorités municipales de Shawinigan ont bien voulu mettre gracieusement à la disposition des ouvriers.

A dix heures, le matin de 3 Juillet, M. Arthur Martel, président de la convention, appela les délégués en séance. Son honneur le maire de Shawinigan, M. J. E. Thibault, souhaite, en termes excellents, et au nom de la population, la bienvenue aux délégués et leur assura qu'ils trouveraient à Shawinigan la plus sympathique hospitalité. Puis, le comité local d'organisation, composé de MM Dube, Saint-Pierre et autres officiers ou membres de l'union locale de Shawinigan, fit connaître les dispositions prises pour assurer le bien-être et le confort aux camarades délégués de la province.

Les délibérations durèrent deux jours. Parmi les principales résolutions qui furent adoptées par la convention, on doit citer les suivantes:

1. Que les charpentiers menuisiers travaillant à l'emploi des commissions, sur les ports de la province, soient payés suivant l'échelle des salaires raisonnables, qui est établie dans chaque localité.

2. Que cette convention endosse une résolution de la conférence d'Ontario à l'effet de demander au gouvernement fédéral que l'échelle du salaire raisonnable soit "obligatoirement" attaché à chaque contrat qui sera accordé dans n'importe quel ministère, et que tel contrat, auquel ne sera pas attaché l'échelle des salaires raisonnables soit nul "ipso facto."

3. Que chaque organisation ouvrière de métier soit sollicitée d'entreprendre une campagne en faveur de l'établissement de la journée de huit heures, afin qu'en ces temps de dépression, on puisse donner de l'ouvrage au plus grand nombre possible.

4. Que cette convention blâme énergiquement l'attitude de ceux des patrons ou de celles des autorités gouvernementales, ou privées qui profitent de l'état de guerre, pour imposer des salaires de famine aux travailleurs, et exploiter leur travail.

Le comité exécutif a reçu ordre de s'informer des conditions auxquelles seront payés les ouvriers qui travailleront aux travaux de barrage du Saint-Maurice, à la rivière la Loutre, travaux qui vont coûter des millions, et on demande que sur ces chantiers, l'échelle des salaires raisonnables soit intégralement appliquée.

A l'issue de la convention, des résolutions de remerciements furent votés à l'adresse du maire et de la population de Shawinigan pour leur bonne et cordiale hospitalité, au comité local d'organisation et aux officiers sortant de charge.

Dimanche après-midi, une grande assemblée publique réunissait une bonne partie de la population au théâtre Orpheum, où MM. Arthur Martel, M. Arcand et O. Proulx, de Montréal, et A. Dube de Shawinigan, adressèrent la parole.

Le nouveau bureau de direction est composé de MM. Arthur Martel, prési-

dent, G. M. Fraser, vice-président, et O. Proulx, secrétaire. La prochaine convention provinciale des charpentiers et menuisiers aura lieu le 1er samedi de Juillet 1916 à Saint-Anne de Bellevue.

Les Municipalités Canadiennes Étudient La Question Du Chômage.

Une réunion du comité exécutif et d'autres membres de l'Union des Municipalités Canadiennes a été tenue à Ottawa les 25, 26 et 27 mai, dans le but d'étudier le problème du chômage. Étaient présents des délégués représentant les villes suivantes: Toronto, Montréal, Ottawa, Hamilton, Guelph, Woodstock, Berlin, Winnipeg, Calgary, Edmonton, Régina, Medicine Hat, Saskatoon, Lethbridge, Fort William, Port Arthur, Prince Albert et Moose Jaw. Des représentants des gouvernements du Manitoba, de la Saskatchewan et de l'Alberta y assistaient aussi. Le maire Church, de Toronto, ouvrit la réunion, et M. W. D. Lighthall, C. R., de Montréal, agit en qualité de secrétaire.

Le maire Waugh, de Winnipeg, fut nommé président et, à la séance d'ouverture, exposa la situation difficile dans l'Ouest canadien résultant du chômage. Il insista sur l'opportunité de prendre des mesures en vue de ramener les sans-travail à la terre, et cette opinion fut appuyée par plusieurs orateurs.

Un comité fut nommé pour rédiger un mémoire au cabinet du Dominion. Ce mémoire, qui a été présenté au gouvernement le 26 mai, déclare, entre autres choses, que le problème du chômage, qui affecte presque exclusivement les villes, devait, être résolu par la coopération des autorités fédérales, provinciales et municipales. On y fait observer que dans les dix dernières années le Dominion a traversé une période de grand développement constructif et que l'argent ainsi dépensé a été payé surtout en salaires aux ouvriers et aux journaliers, ces derniers étant en grande partie de nationalité européenne. Ils constituent la grande majorité des sans-travail, et ils sont incapables de trouver de l'ouvrage parce qu'il ne se fait dans le

Dominion aucune construction de chemin de fer et très d'autres travaux publics et privés en comparaison avec les années passées. Une forte proportion des salariés, comprenant et des ouvriers qualifiés et des journaliers, souffre aussi du chômage causé par la fermeture d'entreprises industrielles et la cessation des opérations du bâtiment, et on fait observer que cet état de choses pourrait bien empirer encore l'hiver prochain. Il y a, est-il déclaré, pas moins de 33,000 sans-travail dans les provinces de Manitoba, Saskatchewan, et Alberta et dans l'Ontario à l'ouest des Grands Lacs, et les conditions dans les villes des vieilles provinces du Canada ne sont pas beaucoup meilleures; 25,000 des sans-travail dans la partie ouest du pays sont des immigrés venus des pays agricoles de l'Europe; 65 pour cent des immigrants amenés dans l'Ouest canadien par le gouvernement du Dominion dans les trois dernières années ne se sont pas établis sur des terres; la province de Saskatchewan, dans les trois années de 1912 à 1914 inclusive-ment, a reçu 51,041 immigrants venant des pays agricoles de l'Europe, et dans la même période 16,310 homesteads seulement ont été pris par des gens de ces nationalités. Il est de plus déclaré qu'une enquête faite à Winnipeg a démontré qu'une proportion considérable des sans-travail se compose de gens qui étaient des ouvriers agricoles avant leur arrivée au Canada. Le comité a fait les suggestions suivantes:

1. En autant que l'avis de cette assemblée est que la solution définitive du problème du chômage doit être obtenue en établissant sur des terres les agriculteurs sans travail, nous désirons à cette fin demander instamment que des mesures immédiates soient prises en vue de choisir dans toutes les parties du Dominion des districts agricoles convenables où les conditions sont favorables à la colonisation, les colons ne devant pas être autorisés à prendre plus de 40 acres chacun et devant recevoir du gouvernement, sous forme de prêt, assez d'argent pour leur permettre d'acheter les animaux et les in-

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struments agricoles nécessaires et pour les aider jusqu'au temps où ils pourront pourvoir à leurs propres besoins, ces avances devant être une charge sur la terre et être remboursables par versements couvrant un certain nombre d'années.

2. Là où des travaux publics ont été projetés on demande instamment que l'ouvrage soit exécuté immédiatement.

3. Le gouvernement du Dominion devrait conférer avec les provinces en vue de construire les grandes routes permanentes nécessaires, y compris une grande route nationale interprovinciale.

4. Le plan qui a si bien démontré son efficacité pour l'amélioration des conditions agricoles au moyen de l'établissement de fermes expérimentales devrait être étendu autant que possible aux occupations industrielles.

5. Des mesures vigoureuses devraient être prises pour étendre le commerce extérieur du Canada aux marchés approvisionnés autrefois par d'autres nations et encourager la fabrication au Canada d'articles autrefois produits par les pays avec lesquels la Grande Bretagne est maintenant en guerre.

6. Le gouvernement devrait établir dans tout le pays un système de bourses industrielles où on pourrait aider les gens à aller d'une localité où il n'existe plus de demande de main-d'œuvre à une autre où ils pourraient obtenir quelque forme d'emploi.

7. Le gouvernement devrait prendre en considération l'opportunité de restreindre l'immigration et de la limiter à ceux qui sont spécialement qualifiés et qui entendent devenir des agriculteurs, et des mesures devraient être prises pour assurer l'établissement, sur des terres convenables, des immigrants qui pourront être admis, et ils devraient être suivis avec une surveillance et une assistance qui feront d'eux des producteurs.

8. Le gouvernement devrait prendre telles mesures que dans sa sagesse il jugera à propos pour qu'une action

immédiate puisse être prise en vue d'améliorer et de corriger les conditions déplorables qui existent actuellement.

Le mémoire a été signé par les représentants de 93 villes. Outre la délégation représentant les fonctionnaires municipaux, MM. J. C. Watters, Fred Bancroft et James Simpson, du Congrès des Métiers et du Travail du Dominion, étaient aussi présents.

Le premier ministre, en réponse au mémoire, a assuré à la délégation que la question dans son entier serait l'objet de la considération sympathique du gouvernement. Subséquemment, les principaux membres de la délégation rencontrèrent différents ministres au bureau du ministre du travail, où eut lieu une discussion des principales parties du mémoire.

Les délégués se réunirent de nouveau le 27 mai et, après quelque discussion, adoptèrent le vœu suivant :

"Nous demandons au premier ministre, Sir Robert Borden, de nommer une commission dont le devoir sera d'aviser le gouvernement quant aux meilleures méthodes à adopter pour améliorer la situation créée au Canada par le chômage, la dite commission devant recevoir instruction de convoquer une conférence de représentants des gouvernements provinciaux, qui aura lieu à Ottawa aussi tôt que possible, en vue de formuler un mouvement national pour améliorer les conditions actuelles."

Ce vœu fut plus tard présenté au premier ministre, qui réitéra son assurance que les représentations faites seraient l'objet de la plus sérieuse considération.

Chaque Cachet d'Union contribue au succès de l'organisation. Cela représente autant de travailleurs à gages alliés ensemble pour la cause du travail syndiqué. Cela représente des hommes et des femmes unionistes s'efforçant à améliorer leur condition au moyen d'organisation.

Für Unsere Deutschen Leser



Verhandlungen der zweiten Vierteljahres- Sitzung 1915 des General-Exekutiv-Board.

(Fortsetzung von letzter Nummer.)

gelernten Handwerkern bestehend, die sich zu gegenseitiger Unterstützung und zur Wahrung ihrer Interessen zusammengeschlossen haben. Deshalb sind alle Lokal-Unions die es angeht, hiermit angewiesen, ihre Incorporations-Charters am oder vor dem 1. Juni rückgängig zu machen, widrigenfalls sie ihres Charters als Bestandteil der Vereinigten Bruderschaft der Hausfreier und Zimmerleute von Amerika verlustig gehen."

Birmingham, Ala. — Dem D. C. dieser Stadt wird die Summe von \$300.00 zu Organisationszwecken angewiesen deren Veranlagung der G. P. beaufsichtigen soll.

9. April.

Delaware Co., Pa. — Der Board erwägt nochmals das Gesuch des D. C. um Geldbewilligung zu Organisationszwecken, welches in der Januar-Sitzung behufs Untersuchung zurückgestellt wurde. Auf Grund weiterer eingelaufener Information, wird die Summe von \$400.00 bewilligt, deren Veranlagung der G. P. beaufsichtigen soll.

Montgomery Co., Pa. — Ein Gesuch des D. C. um Geldbewilligung zu Organisationszwecken wird abgewiesen da der G. P. einen Organisator nach der Lokalität entsendet hat.

Nachstehend verzeichnete Lokal-Unions führen Beschwerde gegen andere Lokal-Unions indem diese beschlossen hätten, bis ein Geschäftsaufsichtung bemerkbar geworden, keine Mitglieder mit Transferkarte aufzunehmen und diese dahingehende offizielle Bekanntmachungen erlassen hätten: L. U. 984 Sioux City, Iowa; 971 Reno, Nev.; 1034 Eskaloosa, Iowa; 398 Lewiston, Idaho; 1434 Moberly, Mo.; 515 Colorado Springs, Colo.; 220 Wallace, Idaho; 973 Texas City, Texas, und L. U. 641 Dodge, Iowa. Nach sorgfältiger Prüfung der ganzen Angelegenheit beschließt das G. E. B., daß keine Lokal-Union das Recht hat wie oben erwähnt vorzugehen, daß jedes reisende Mitglied dagegen das Recht hat einer Lokal-Union seine Transferkarte zu präsentieren und über deren Annahme eine Abstimmung stattzufinden hat. Und ferner, daß wenn eine Majorität der Mitglieder für Entgegennahme der Karte stimmt, das Mitglied aufzunehmen ist; wenn das Abstimmungsresultat gegenteilig ausfällt, ist das Mitglied, wie

in Section 46 der Constitution und Gesetze vorgesehen, abgewiesen.

Dayton, Ohio. — Bruder L. C. Nysewander, Sekretär des D. C., erscheint vor dem Board mit Mandat versehen und plaidirt für eine Geldbewilligung für den D. C. zu Organisationszwecken. Das Board bewilligt \$300.00, welche Summe unter der Oberaufsicht des G. P. zu verausgaben ist.

Muskegon, Mich. — Eine Aufschrift des D. C. sowie ein Bericht des Organisations Young, bezüglich eines Vertrages mit der Brunswick-Balke-Clender Company, werden in Erwägung gezogen und behufs Einholung weiterer Information zurückgelegt.

Macon, Ga. — Gesuch der L. U. 144 um Bewilligung einer Summe zu Organisationszwecken. Wird an den G. P. verwiesen.

New Orleans, La. — Von dem Advokaten Peters dieser Stadt liegt eine Mitteilung vor betreffs der Charterentziehung im Falle der ehemaligen L. U. 76 New Orleans. Die bereits erfolgte Antwort des G. P. wird gutgeheißen.

Brooklyn, N. Y. L. U. 1425 protestirt in einem Schreiben gegen die, ihr vom G. S. zugegangene Benachrichtigung, daß sie fünf Monate mit ihrer Kopfsteuer im Rückstand sei. Sie behauptet, daß dies nicht der Fall gewesen als ihr die Notiz zugeht. Das Vorgehen des G. S. in dieser Angelegenheit findet die Billigung des Boards und wird dieselbe an den G. P. verwiesen.

Ein Ansuchen der Commercial National Bank in Indianapolis, ihr Depositengelder zukommen zu lassen, wird zu den Akten gelegt.

Kansas City, Kan. — Der L. U. 168 wird die Summe von \$200.00 zu Organisationszwecken angewiesen. Das dahingehende Gesuch ist vom D. C. dieser Stadt indossirt und wurde schon in der April-Sitzung erörtert. Die Veranlagung soll der G. P. kontrollieren.

Pleasantville, N. J. — Appellation der L. U. 842 gegen die Entscheidung des G. P. im Falle der Appellanten gegen den Atlantic County D. C. Das Board schließt sich der Entscheidung des G. P. an und die Appellation wird abgewiesen.

San Francisco, Cal. — Appellation des Bay Counties D. C. gegen die Entscheidung des G. P. im Falle der Appellanten gegen L. U. 22 San Francisco. Hier handelt es sich um Zurückbehaltung seitens der L. U. 22, eines Teiles ihrer Kopfsteuer. Der G. P. hatte die Appellation abgewiesen und trifft

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das G. E. B. dieselbe Verfügung unter der Begründung des G. P.'s, der es sich anschließt.

Albany, N. Y. — Appellation Robert Coving's gegen die Entscheidung des G. P. im Falle des Appellanten gegen den Albany D. C. Die Entscheidung des G. P. wird aufrecht erhalten und die Appellation unter dessen Begründung abgewiesen.

Calgary, Alta., Can. — Appellation der L. U. 1779 gegen die Entscheidung des G. P. im Falle J. B. Colledge gegen Appellanten. Da neues Beweismaterial eingelaufen ist, wird der Fall an den G. P. zu nochmaliger Erwägung verwiesen.

San Francisco, Cal. — Nach Erörterung verschiedener Correspondenzen, welche der G. P. mit L. U. 1237 San Francisco und mit dem Maritime Bay D. C. gepflogen, wird der G. P. autorisiert, L. U. 1237 mit anderen Lokals obigen D. C.'s zu verschmelzen.

10. April.

Sonquierez, Que., Can. — Der L. U. 1338 wird die Summe von \$24.00 zu Organisierungszwecken bewilligt.

Morristown, N. J. — Verschiedene Dokumente, bezüglich einer Forderung Alexander Peterson's an L. U. 638 Morristown für Zeitverlust als Beauftragter seiner L. U. während einem Auslande, werden erörtert und wird Peterson die Summe von \$18.00 als Streifunterstützung angewiesen.

Das G. E. B. faßt folgenden Beschluß: „Alle Appellationen gegen die Verwerfung von Nebengesetzen von Lokal-Unions, Distrikt, Staat, oder Provinzial-Councils seitens des Ersten General-Vize-Präsidenten, sind an das G. E. B. zu richten.“

San Francisco, Cal. — Appellation des Bay Counties D. C. gegen die Entscheidung des Ersten G. B. P. in der er eine Sektion der D. C. Nebengesetze mißbilligt hat die es den Lokal-Unions unterlagt, selbst einen Geschäfts-Agenten anzustellen. Die Entscheidung des Ersten G. B. P. wird unter der Begründung aufrecht erhalten, daß eine Lokal-Union das Recht hat einen Geschäfts-Agenten zur Wahrung ihrer Interessen anzustellen, nur muß dieser Beamte der Oberaufsicht des D. C. unterstellt sein. Die Appellation wird somit abgewiesen.

Nashville, Tenn. — Ein Gesuch der L. U. 41 um Geldbewilligung zu Organisierungszwecken, bereits in der Januar-Sitzung erwogen, wird nach weiterer sorgfältiger Erwägung aller vorhandenen Information abgelehnt.

San Francisco, Cal. — Ein ähnliches Gesuch des Maritime Bay D. C.'s wird, bis zum Eintreffen des Frage und Antwort-Formulars, zurückgestellt.

Nashua, N. H. — Gesuch der L. U. 1616 um offizielle Genehmigung einer, am 1. Juli 1915 inkraftzutretenden Lohnforderung von 5 Cents per Stunde. Genehmigung

wird gewährt, ebenso finanzielle Unterstützung gemäß einlaufender Berichte.

Baltimore, Md. — Gesuch der L. U. 29 um Frist zur Zahlung ihrer Kopfsteuer damit ihre Mitglieder gutstehend und benefitzberechtigt bleiben können. Wird abgelehnt da die Gewährung eines solchen Gesuches die Machtfugnis des G. E. B. übersteigen würde.

Folgende Lokal-Unions benachrichtigten den G. E. offiziell, daß sie ihre Verbindung mit der Dual-Organisation, dem Labor Council of Greater New York, in Befolgung der Anordnung des G. E. B. gelöst haben: L. U. 12 Brooklyn, 32 Brooklyn, 291 Brooklyn, 126 Brooklyn und 138 und 309 Manhattan, N. Y.

Dem Augusta, Ga. D. C. wurden \$100.00, der L. U. 617 Vancouver, B. C., Can., \$50.00, und dem Montreal, Que., Can., D. C. wird die Summe von \$200.00 zu Organisierungszwecken bewilligt. Die Vergabung dieser Gelder soll der Oberaufsicht des G. P.'s unterstehen.

St. Louis, Mo. — Appellation der L. U. 1596 gegen die Entscheidung des General-Schahreisters in der er den Anspruch Frank Beck's auf Frauen-Sterbe-Geldschenkung abwies. Die Entscheidung des G. Sch. wird aufrecht erhalten, und zwar unter der Begründung, daß Bruder Beck konstitutionsgemäß ein suspendirtes Mitglied der L. U. 1596 war, da er im Laufe eines Jahres eine Summe schuldete die dem Betrage von sechs Monatsbeiträgen gleich kam, daß er zu dieser Zeit in den Büchern zu streichen war, und nicht, wie unsere Gesetze vorschreiben, als neues Mitglied wieder aufgenommen wurde. Damit ist die Appellation abgewiesen.

San Francisco, Cal. — L. U. 123 dieser Stadt (Ship Joiners), welche am 31. Dezember 1914 suspendirt wurde weil sie sechs Monate an Kopfsteuer schuldete, teilt in einem Schreiben mit, daß der schuldige Betrag seiner Zeit bewilligt und angewiesen, aber das Geld von ihrem Finanz-Sekretär veruntreut wurde, und daß sie um Wiederaufnahme nachsuche. Das Board findet, daß Konstitution und Gesetze über solche Fälle Bestimmungen enthalten und es das Gesuch nicht gewähren kann.

Der G. E. macht nochmals auf den, von Gabriel Emonston erlassenen Aufruf zur Unterstützung der Kriegs-Notleidenden aufmerksam und teilt mit, daß ihm einige Geldbeiträge zu diesem Zwecke zugegangen seien. Der G. E. wird instruiert, diese Gelder an die Geber zurückzuschicken.

Canton, Ohio. — Appellation der Verwandten des verstorbenen Mitgliedes der L. U. 143 dieser Stadt, Jacob Pfauz, gegen die Entscheidung des G. Sch. in der er deren Anspruch auf Sterbe-Geldschenkung im Falle Jacob Pfauz abwies. Das G. E. B. weist

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die Appellation unter der Begründung des G. Sch. ab, welche besagt, daß das verstorbene Mitglied am 31. Januar 1915 drei Monatsbeiträge schuldete und seine Rückstände vor seinem Tode nicht vollständig beglichen habe wie letzteres unsere Gesetze vorschreiben.

Cleveland, Ohio. — Appellation Frau Charles Rodwigs durch ihren Advokaten, gegen die Entscheidung des G. Sch. in der er deren Anspruch auf Sterbe-Geldschenkung im Falle ihres Gatten und ehemaligen Mitgliedes der L. U. 11, abwies. Das Board verlag die Erörterung dieses Falles zur Juli-Sitzung da ihm die notwendigen Dokumente augenblicklich nicht vorliegen.

Sioux City, Iowa. — Appellation der L. U. 948 gegen die Entscheidung des G. Sch., den Anspruch auf Sterbe-Geldschenkung im Falle ihres verstorbenen Mitgliedes Wm. L. Quintard zurückweisend. Aus den vorliegenden Dokumenten ergibt sich, daß das Mitglied zur Zeit seines Todes nicht guttugend war. Der Entscheidung des G. Sch. wird daher beigestimmt und die Appellation abgewiesen.

Providence, R. I. — Appellation Achille Bernier's von L. U. 859 gegen die Entscheidung des G. Sch. in der er dem Appellanten Arbeitsunfähigkeits-Geldschenkung verweigerte. Dies geschah weil Bernier, als sich der Unfall ereignete infolge dessen er arbeitsunfähig wurde, nicht guttugend war. Wird aus diesen Gründen abgewiesen.

Minneapolis, Minn. — Der D. C. dieser Stadt ersucht um Geldbewilligung zu Organisationszwecken unter Berufung auf die von der Indianapolis Convention angenommene Resolution Nr. 32. Das Gesuch wurde in einer früheren Sitzung bereits in Erwägung gezogen und wird abgelehnt.

Von den Lokal-Unions 650 Lexington, Ky., und 1946 London, Ont., Can., laufen vollständige Ausweise ein über die Verwendung ihr, im Laufe des letzten Jahres bewilligten Gelder, welche den Akten einverleibt werden.

Rock Island, Ill. — Der Tri-City D. C. teilt mit, daß sich die dortigen Carpenter Vorgesetzten weigerten, wegen Zufügung zweier Klauseln die durch Eingehen des Vertrages mit den Nachsteinlegern nötig geworden, den letztjährigen Vertrag zu erneuern. Diese Angelegenheit wird an den G. P. verwiesen.

Die Frage der Bürgschaftsleistung der Lokal-Beamten wird erörtert und der G. S. angewiesen weitere Information über die nötigen Formulare, Raten Premiums u. f. w. einzuholen.

13. April.

Cleveland, Ohio. — Der D. C. dieser Stadt sucht um weitere Geldbewilligung nach zur Fortsetzung des Kampfes um Kontrolle über Anbringung von Holzmetall-Gegenständen. Wird vorläufig an den G. P. verwiesen.

Nachstehende Instruktionen bezüglich Lehrlinge und Lehrlingsvertrag, werden vom Board gutgeheißen und wird beschlossen selbige, gemäß der, von der achtzehnten General-Convention erteilten Instruktion, bei der nächsten Gelegenheit der Urabstimmung zu unterbreiten.

Instruktionen der Vereinigten Bruderschaft der Baufreier und Zimmerleute von Amerika Lehrlinge betreffend.

Die Zeit zur Erlernung des Carpenter-Gewerkes soll nicht weniger als vier Jahre betragen. Die Eltern oder der Vormund eines Lehrlings im Alter zwischen siebenzehn (17) und zweiundzwanzig (22) Jahre, müssen einen Lehrlings-Vertrag erwirken und nach Ablauf der Lehrzeit soll der Lehrmeister dem Lehrling ein Zeugnis einhändigen, daß er seine Lehrzeit absolviert hat und ein fähiger Carpenter-Gehilfe ist. Dieser Vertrag soll mit einem guten, zuverlässigen Arbeitgeber eingegangen werden.

Ein Lehrling soll sofort der Union beitreten und bis zum Ablauf seiner Lehrzeit der Klasse der teilweise zu benefitberechtigten Mitglieder angehören und nachdem er sein Zeugnis erhalten, und das Alter von einundzwanzig (21) Jahren erreicht hat, soll er der Klasse der zu vollem benefitberechtigten Mitglieder eingereiht werden.

Die Lokal-Union oder Distrikt-Council sollen sich des Lehrlings annehmen, seine Interessen beschützen und darauf sehen, daß ihm Gelegenheit geboten wird das Carpenter-Gewerk zu erlernen. Wenn dem Lehrling Arbeit zugemutet wird, die nicht mit dem Carpenter-Gewerk verknüpft ist, soll er dies, behufs Untersuchung des Falles, seiner Lokal-Union berichten.

Ein Lehrling welcher einem Vertrage unterstellt ist, darf ohne die Erlaubnis seines Lehrmeisters, der Lokal-Union oder Distrikt-Councils, ersteren nicht verlassen um in die Dienste eines anderen Arbeitsgebers zu treten.

Ein Lehrling welcher diesen Instruktionen nicht nachkommt und dieselben nicht beobachtet macht sich eines, die Vereinigte Bruderschaft entehrenden Vergehens, schuldig und kann deshalb angefaßt werden und wenn schuldig befunden, gerügt, oder ausgestoßen werden je nachdem die Lokal-Union oder Distrikt-Council bestimmen mag.

Es ist die Pflicht der Lokal-Union, des Distrikt-Councils, sowie des Lehrmeisters, darauf zu sehen, daß dem Lehrling genügend Gelegenheit gegeben wird sich die, dem Carpenter-Gewerk zugrund liegenden, Kenntnisse zu erwerben und es soll ihm alle nötige Anweisung und Rat erteilt und alle Hilfe geleistet werden die es ihm ermöglicht ein qualifizierter, fähiger und durch und durch

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gelernter Carpenter-Gehilfe zu werden, so daß er instand gesetzt wird für einen vollen Tageslohn eine volle Tagesarbeit zu liefern.

Lehrlings-Vertrag.

Stadt
County
Staat

Lehrlings-Vertrags-Zertifikat von.....

Lehrlings-Bestimmungen.

An alle die es angeht:

Hiermit wird bezeugt, daß sich..... verpflichtet hat beständig zu beschäftigen soweit es ihm der Geschäftsgang erlaubt, für einen Zeitraum von Jahren, beginnend am ten Tag des Monats....., im Jahre 19.., und sich zu bemühen ihm in möglichst kürzester Zeit die Kenntnisse des Carpenter-Gewerkes in allen dessen Fächern beizubringen soweit die von mir zu unternehmenden Arbeiten hierzu Gelegenheit bieten.

Sein Lohn soll im ersten Jahre \$.... per Woche betragen, im zweiten Jahr \$.... per Woche, im dritten Jahr \$.... per Woche, im vierten Jahre \$.... per Woche.

Zeichnet.....
Arbeitgeber.

Und in Rücksicht auf obiges Uebereinkommen, verpflichtet ich mich Vater (Mutter oder Vormund) besagten dafür Sorge zu tragen, daß besagter für den Zeitraum von Jahren bei..... seine Lehrzeit durchmacht um das Carpenter-Gewerk zu erlernen, für einen Lohn wie in dem ersten Teile dieses Lehrlings-Vertrages festgesetzt ist.

Zeichnet.....
Vater (Mutter oder Vormund)
Zeichnet.....
Lehrling.

Zeugen:

.....
.....

Unterzeichnet in Gegenwart obiger Personen und Zeugen am Tage des Monats....., 19..

Die vorangehenden Anweisungen sind hiermit dem Lehrlings-Vertrage als Bestandteil desselben beigelegt.

Die vierteljährliche Revision der Finanzbücher und Belege wird begonnen.

14. April.

Die Vertreter folgender Banken erscheinen betreffs der von jeder derselben früher gemachten Vorschläge bezüglich der Bürgschaftsleistung der Lokalbeamten: National Surety Co., New York; Aetna Accident & Liability Co., Hartford, Conn.; Fidelity & Deposit Co., Maryland; Massachusetts Bonding & Insurance Co., Boston, Mass., und United States Fidelity & Guaranty Co., Baltimore,

Md. Auf Gesuch einiger dieser Vertreter wird endgültige Verfügung in der Sache nochmals vertagt.

Der übrige Teil des Tages wird von der Bücher-Revision in Anspruch genommen.

15. April.

Die Bücher-Revision nimmt diesen Tag völlig in Anspruch.

16. April.

Der Bericht General-Präsident Kirbh's für das am 31. März 1915 endende Vierteljahr wird entgegengenommen und zur Veröffentlichung im „Carpenter“ beordert.

Bruder John L. Cosgrove erscheint als Vertreter des New Jersey State Councils betreffs Section 12, Seite 13 der Constitution und Gesetze, welche vorschreibt, daß der Zweite General-Vize-Präsident seine Office im Hauptquartier in Indianapolis haben muß; er wünscht Erklärung des Sinnes dieser Section. Wird an den G. P. verwiesen dessen Sache es ist Gesetze auszuliegen.

Nachstehend bezeichnete Gewerksforderungen werden genehmigt und finanzielle Unterstützung in üblicher Weise zugesagt:

Umarillo, Texas L. U. 665, Lohnerhöhung von 5 Cents per Stunde, inkrast zu treten am 15. Januar 1915.

Morrisstown, Pa. L. U. 97, dieselbe Forderung, inkrast zu treten am 1. Mai 1915.

South Bend, Ind.—Minimallohn von 45 Cents per Stunde, inkrast zu treten am 1. Juni 1915. Diese Forderung wurde am 24. Februar beanstandet, weil die nötige Anzahl der Mitglieder nicht dafür stimmten, doch hat die Forderung seitdem die gehörige Stimmenzahl erhalten.

Vincennes, Ind.—Der von L. U. 274 eingelaufene Situationsbericht wird erörtert und den Akten einverleibt.

Das Board macht folgende Gelbbewilligungen zu Organisierungszwecken:

San Francisco, Cal.—Dem Maritime Bay D. C. \$200.00. Das Frage und Antwort-Formular war unterdessen eingelaufen.

Memphis, Tenn.—Dem D. C. dieser Stadt, die Summe von \$300.00.

Tacoma, Wash.—Der Building Trades Council dieser Stadt ersucht um finanziellen Beistand, da er eine Organisations-Campagne eröffnen wolle. Wird abgewiesen weil der Board nicht die Macht besitzt für solche Körper Gelder zu bewilligen.

Toledo, Ohio.—Gesuch der L. U. 25 um Gelbbewilligung zur Organisierung der Ship und Fabrikarbeiter. Wird an den G. P. Echufs Entsendung eines Organisationsverwiesenen.

St. Wayne, Ind.—Gesuch der L. U. 232, das Board möge finanziellen Beistand garantieren im Falle sie gezwungen seien zur Aufrechterhaltung ihres jetzigen Gewerks-Vertrages die Arbeit niederzulegen. Wird dem G. P. überwiesen und einstweilen zurückgestellt.

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Pittsburg, Kan. — L. U. 561 erhebt Protest gegen die vom Zusammenstellungs-Comite berichtete Anzahl der von ihr abgegebenen Stimmen über Amendements zur General-Constitution. Das G. C. B. findet, daß das veröffentlichte Abstimmungs-Resultat der L. U. 561 mit ihrem, der General-Offize zugegangenen Bericht, übereinstimmt.

Der Bericht des Board-Mitgliedes Guerin über das Gesuch des New York D. C.'s um finanziellen Beistand in seinen Bemühungen, die Untergrundbahn-Arbeiten für Mitglieder unter Union Bedingungen zu sichern, wird entgegengenommen und demselben zugestimmt. Guerin hatte die Sachlage im Auftrage des G. P. untersucht.

Dem Berichte des Board-Mitgliedes Cole bezüglich der, auf der Versammlungshalle der eingegangenen L. U. 697 lastenden Schuld, wird ebenfalls zugestimmt. Zur Untersuchung dieses Falles wurde Cole am 24. Februar vom G. P. als Emisjär ernannt.

Ottawa, Ont., Can. — Board-Mitglied Martel berichtet über die Gewerkschaftsbewegung der L. U. 93, welche am 24. Februar unter Erpösigung stand und an den G. P. zur Untersuchung der Situation verwiesen wurde. Der Bericht wird angenommen.

Springfield, Mass. — Appellation des D. C. gegen die Entscheidung des G. P. im Falle C. E. Mead gegen den D. C. Die Entscheidung wird unter der Begründung des G. P. aufrecht erhalten und die Appellation abgewiesen.

17. April.

Die Frage der Bürgschaftsleistung der Lokalbeamten wird nochmals erörtert und beschlossen, daß der G. P. und G. S. weitere Nachforschungen in der Sache anstellen und brieflich dem G. C. B. über das Resultat berichten sollen.

Chicago, Ill. — Der G. P. unterbreitet eine Rechnung der Advokaten-Firma Farrell & Thompson im Betrage von \$2,450.00 für geleistete Dienste im Klagefalle Anderson & Lind Mfg. Co. Wird zur Zahlung angewiesen.

Die Revision der Finanzbücher wird fortgesetzt.

19. April.

Alle Mitglieder außer G. S. Duffhy sind anwesend; letzterer ist in Washington, wo er der Erthung des Exekutiv-Comites der A. F. of L. beivohnt.

Cincinnati, Ohio. — Bruder Frank Zmwalke erscheint mit Mandat der L. U. 415 versehen, um für die Bewilligung einer Unterstützungssumme Fürsprache einzulegen. Die Summe von \$100.00 wird bewilligt.

Die Bücher-Revision wird fortgesetzt.

20. April.

Duffhy und Gutcheson sind abwesend.

Der Bericht des Ersten General-Vize-Präsidenten Gutcheson wird entgegengenom-

men und zum Druck im „Carpenter“ beordert.

Hamilton, Ont., Can. — Gesuch des D. C. um Sanction und finanzielle Hilfe in einer Bewegung für Lohnerhöhung, welche am 1. Mai 1915 inkrast treten soll. Wird zurückgestellt und der G. S. angewiesen den Betrag der Lohnerhöhung zu ermitteln.

Cheboygan, Wis. — Gesuch der L. U. 657 um Genehmigung und finanzielle Unterstützung einer Bewegung zur Erringung eines Minimallohnes von 50 Cents per Stunde, inkrast zu treten am 1. Mai 1915. Genehmigung wird gewährt und finanzielle Unterstützung in üblicher Weise zugesagt.

San Antonio, Texas. — Der L. U. 14 wird die Summe von \$300.00 zu Organisationszwecken bewilligt. Deren Verausgabung soll der G. P. überwachen.

Erie, Pa. — Vom D. C. dieser Stadt liegt vollständiger Ausweis über ihm bewilligte Streifgelder vor. Wird zu den Akten gesetzt.

Die Revision der Finanzbücher und Belege wird fortgesetzt und beendet und der Bericht der Rechnungs-Experten mit obigen verglichen und für richtig befunden.

21. April.

Duffhy und Gutcheson sind noch abwesend.

Hamilton, Ont., Can. — Die vom D. C. zustellende Forderung ist eine Lohnerhöhung von 5 Cents per Stunde, deren Inkrasttreten auf den 21. Juni verschoben ist. Wird behufs weiterer Untersuchung durch den G. P. nochmals zurückgestellt.

Garrisburg, Ill. — Gesuch der L. U. 669, indossirt vom Saline County D. C., um Geldbewilligung zu Organisationszwecken. Die Summe von \$100.00 wird bewilligt, zu verausgaben unter Kontrolle des G. P.

Das G. C. B. indossirt nachstehende Vorlage, für internationale Verträge mit Contractoren:

Form des Internationalen Vertrages.

Memorandum des Vertrages zwischen der Firma und der Vereinigten Brüderchaft der Bau-schreiner und Zimmerleute von Amerika.

Wir, die Firma verpflichten uns hiermit die Arbeitsstunden einzuhalten, die Löhne zu bezahlen und die Regulationen wie diese von der Vereinigten Brüderchaft der Bau-schreiner und Zimmerleute von Amerika, der Lokalität in welcher unsere Firma Arbeiten ausführt, aufgestellt sind, zu beobachten und nur Mitglieder der Vereinigten Brüderchaft der Bau-schreiner und Zimmerleute von Amerika zu beschäftigen.

Keine Aenderungen, in Arbeitsstunden oder den Löhnen in irgend einer Lokalität, sollen stattfinden und nur solche Arbeitsbedingungen vorherrschen wie solche von

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allen anderen Firmen der Lokalität verlangt werden.

In Rücksicht auf das Vorangehende verpflichtet sich die Vereinigte Brüderschaft der Bau-schreiner und Zimmerleute von Amerika, im Falle einer Streitigkeit, keine Arbeits-verzögerung oder Ausstand, während der Dauer einer Untersuchung der Streitigkeit eintreten zu lassen, und alle friedliche Mittel zu gebrauchen um eine Schlichtung der Streitigkeit herbeizuführen.

.....

Für die Vereinigte Brüderschaft der Bau-schreiner und Zimmerleute von Amerika.

.....

Der U. S. wird angewiesen alle Lokal-Unions zu benachrichtigen, daß alle Mitglie-der die den Industrial Workers of the World angehören, sich von diesem Körper zurückzie-hen müssen, widrigenfalls sie ihrer Mitglied-schaft in der Vereinigten Brüderschaft ver-lustig gehen.

Der Bericht des Zweiten General-Vize-Präsidenten Quinn, für das am 31. März 1915 beendete Vierteljahr, wird entgegen-genommen und zur Veröffentlichung im „Carpenter“ beordert.

Da keine weiteren Geschäfte vorliegen, wird das Protokoll der Sitzungen verlesen und angenommen und das Board vertagt sich um am 12. Juli 1915 wieder in der General-Offize in Sitzung zu treten.

Frank Duffh,
Sekretär des U. S. V.

“The Judas”

I claim the right to work—
For whatever the boss will pay;
If the wage is low, why out you go
And in I come to stay!
I've not your skill,
But I've got the will
To do as my masters say.

I claim the right to work—
Till my very soul is raw;
I claim that right for day and night
So long as a cent I draw;
For when you quit
I earn my bit;
So I'm for a twelve-hour law.

I claim the right to work—
In a shop where few may thrive;
In dust and smell, or fire trap's hell
From 5 o'clock till 5;
Though every breath
Is sick with death,
What matter if I'm alive?

I force the wages down,
Or the many to slave and shirk;
Although I quicken, the hundreds sicken
Amid the muck and mirk.
Well, what care I
If the workers die?
I claim the right to work!

—Reginald Wright Kaufman.

United Brotherhood of Carpenters State Councils

Colorado—President, Bert White, 1731 Wash-ington ave., Colorado Springs, Colo.; sec-etary-treasurer, W. H. Hayden, 1947 Stout st., Denver, Colo.

Connecticut—President, Wm. J. Sullivan, 147 Clay st., New Haven, Conn.; secretary, Geo. Chandler, 123 Greenwich ave., Greenwich.

Florida—President, Robt. M. Marshall, Lake-land, Fla.; secretary-treasurer, Frank A. Mullan, Box 599, Tampa, Fla.

Georgia—President, F. A. Morton, Waycross, Ga.; secretary-treasurer, G. Elmgren, Box 251, Savannah, Ga.

Indiana—President, W. F. Wilson, 401 E. Southern ave., Indianapolis, Ind.; secretary, James L. Tate, 1009 Extension Main st., Evansville, Ind.

Iowa—President, C. L. Beck, 400 B ave., West Cedar Rapids, Iowa; secretary-treasurer, W. B. James, 609 North Fifth st., Cedar Rapids, Ia.

Louisiana—President, G. W. Moore, New Or-leans, La.; secretary-treasurer, John C. Moore, Shreveport, La.

Maryland and District of Columbia—President, Jos. E. Wontisseth, 27 N. Mount st., Balti-more, Md.; secretary, A. E. Foltz, 612 N. Mulberry st., Hagerstown, Md.

Massachusetts—President, W. H. Walsh, 178 Washington st., Brookline, Mass.; secretary, P. Provost, Jr., 75 Bond st., Holyoke, Mass.

Michigan—President, F. C. Plambeck, 1101 N. 8th st., Saginaw; secretary-treasurer, J. E. Whittaker, 1317 W. High st., Jackson, Mich.

New Jersey—President, Samuel Botterill, 113 Main st., E. Orange, N. J.; secretary, John R. Burgess, 452 Hoboken ave., Jersey City.

New York—President, T. Gilmore, 21 Beaver Block, Albany, N. Y.; secretary, Chas. Fles-ler, 405 E. 88th st., New York City.

Northwest State Council—President, R. O. Rector, 975 Gladstone ave., Portland, Ore.; secretary-treasurer, J. F. Weatherby, 863 E. Sherman st., Portland, Ore.

Ohio—President, John H. Potts, 646 Mellish ave., Cincinnati, O.; secretary-treasurer, John W. Beam, 1007 Summit st., Toledo, O.

Oklahoma—President, G. E. Warren, Route 7, Box 88, Oklahoma City; secretary-treasurer, D. N. Ferguson, 801 E. Broadway, Ardmore, Okla.

Ontario Provincial Council—President, James Marsh, 20 Jepson st., Niagara Falls, Ont.; secretary-treasurer, Tenison Jackson, 34 Ap-plegrove ave., Toronto, Ont., Can.

Pennsylvania—President, D. A. Post, 416 S. Main st., Wilkes-Barre; secretary-treasurer, J. A. Ryan, 1712 S. 18th st., Philadelphia.

Quebec Provincial Council—President, Arthur Martel, 1399 St. Denis st., Montreal, Can.; secretary-treasurer, O. Proulx, 301 St. Do-minique st., Montreal, Can.

Rhode Island—President, A. M. Aldrich, 73 Crescent Road, Pawtucket, R. I.; secretary, Thomas F. Shea, 42 Waldo st.

Texas—President, D. B. White, 1103 N. Travis st., Sherman, Texas; secretary, J. E. P-tor, 833 Columbia st., Houston, Texas.

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REPORT OF COMMITTEE APPOINTED TO TABULATE VOTES ON PROPOSED AMENDMENT TO SECTION 44, OF OUR GENERAL LAWS AND ON PROPOSITION PERTAINING TO THE ENDORSE- MENT OF A UNIVERSAL APPREN- TICESHIP AGREEMENT

Indianapolis, Indiana.

July 17, 1915.

Mr. James Kirby,
General President,
U. B. of C. and J. of A.

Dear Sir and Brother:

We, your committee appointed to tabulate the vote on amendments known as Proposition No. 1, amending Section 44, and Proposition No. 2, pertaining to apprenticeship agreement, as per resolution of last Convention, beg leave to submit the following report, to-wit:

We find 1,071 Local Unions submitted votes on the amendments. Of this number 56 were rejected on account of votes not being returned according to instructions submitted by the General Secretary, and provided for in the Constitution.

The following Local Unions submitted returns not signed by the proper officers: 202, 378, 51, 417, 748, 1004, 1125, 1465, 1722, 1638, 1706, 1839 and 2508.

The following Local Unions submitted votes without seal: 89, 116, 125, 179, 279, 332, 385, 450, 475, 555, 622, 641, 695, 705, 764, 784, 775, 903, 916, 951, 958, 1011, 1075, 1207, 1211, 1395, 1445, 1541, 1558, 1605, 1648, 1734, 1766, 1824 and 1891.

The following Local Unions' votes were received too late: 94, 294, 574, 1366, 1735, 1781, 2619 and 2646.

The vote for Proposition No. 1	30,369
The vote against Proposition No. 1	3,958

The vote for Proposition No. 2	26,004
The vote against Proposition No. 2	5,729

We find Proposition No. 1 and No. 2 were carried by more than the necessary two-thirds vote as required by the General Constitution.

Respectfully submitted,

D. F. GANT, Chairman,
W. O. SULLIVAN, Secretary,
A. M. SWARTZ,
H. BOUGHTON,
H. GIFFEY,

Tabulating Committee.

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PROPOSITION No. 1

No. of Local Union	For	Agst.	No. of Local Union	For	Agst.	No. of Local Union	For	Agst.	No. of Local Union	For	Agst.
1	..	120	108	9	..	220	13	1	342	22	..
2	320	4	109	196	..	223	29	..	343	21	..
3	25	1	110	33	..	225	9	..	345	31	..
4	25	2	111	18	..	228	13	..	347	14	..
5	96	3	112	98	..	229	22	..	348	20	..
7	89	5	115	36	..	230	10	1	349	102	1
8	345	..	118	24	..	231	15	10	350	13	7
9	37	..	122	24	1	232	23	1	351	29	..
10	9	30	123	20	..	233	..	16	352	17	..
11	84	1	124	17	1	237	55	..	356	12	2
12	92	..	126	94	..	238	67	1	357	22	..
14	19	2	127	40	..	241	29	..	358	17	..
15	17	3	129	28	..	242	508	..	359	38	..
16	24	..	130	13	..	243	11	..	360	46	..
17	21	..	132	80	3	244	11	..	362	19	9
18	20	..	133	50	..	246	22	1	363	14	..
20	42	..	134	41	1	247	48	4	364	37	3
21	42	..	135	73	..	249	8	12	367	35	..
22	112	..	136	13	..	250	20	..	369	29	..
23	19	..	138	271	2	251	18	..	370	11	2
24	6	1	139	46	1	252	40	..	371	11	3
25	49	..	140	9	..	253	15	..	374	41	..
26	44	..	141	108	4	254	9	..	375	..	111
29	33	..	142	44	..	255	15	..	377	27	3
30	36	..	143	25	2	256	21	3	378	31	..
31	16	..	144	7	1	257	1	42	380	37	..
32	3	163	146	15	..	258	43	..	384	34	..
33	79	..	147	165	..	261	27	..	386	24	..
34	200	..	148	88	..	262	115	..	388	27	1
35	5	7	149	10	2	263	8	..	389	14	..
36	37	..	150	5	6	265	21	..	391	47	..
37	..	12	152	..	16	266	30	1	392	9	16
39	168	..	153	37	..	268	15	..	395	14	..
41	33	..	154	20	..	269	45	..	396	13	..
42	18	10	155	56	..	270	17	..	397	9	2
43	72	1	156	24	..	272	62	..	401	17	..
44	44	..	157	12	..	273	26	31	402	45	..
45	34	..	158	49	..	274	26	..	404	12	..
46	24	..	159	17	..	275	44	6	406	29	..
47	31	..	160	57	4	276	23	..	407	23	..
48	55	..	161	28	..	277	20	..	408	8	13
50	70	7	162	34	16	278	23	..	413	41	..
52	27	122	164	66	..	280	13	..	415	141	..
53	32	..	165	102	..	281	38	..	416	..	108
54	110	14	167	179	..	282	48	2	419	1	165
55	41	..	168	57	..	283	5	20	420	12	..
56	98	..	170	17	..	284	61	..	423	8	..
58	206	..	171	40	..	286	20	..	425	21	..
60	20	..	172	1	31	287	40	..	426	18	..
61	41	..	174	39	..	289	44	..	427	78	..
62	766	..	175	14	8	291	..	73	428	14	..
63	38	..	176	..	25	293	9	2	429	17	11
64	98	..	177	142	..	295	16	..	430	57	1
65	63	..	178	20	..	296	13	..	431	17	..
67	111	..	181	152	..	299	3	24	436	8	..
68	4	15	182	144	18	300	72	..	437	24	5
69	30	7	183	34	..	301	46	..	438	96	..
70	59	..	184	32	..	302	21	..	441	84	24
71	44	1	185	11	..	304	13	15	443	37	1
72	25	1	186	36	9	305	5	..	444	25	..
73	25	3	187	26	..	306	15	10	445	21	..
74	37	..	188	48	2	308	17	20	448	52	1
75	850	..	189	45	..	309	71	..	453	21	..
77	26	10	190	10	..	310	16	..	454	26	40
78	54	..	191	18	..	311	15	..	455	9	..
79	32	4	193	16	1	314	157	..	456	11	5
83	18	1	194	..	24	315	12	..	459	19	1
84	28	..	195	40	..	316	39	..	461	64	..
85	2	10	196	38	2	321	17	..	462	10	..
87	99	2	197	27	2	322	48	..	464	2	146
88	32	6	198	155	..	323	20	..	467	..	31
90	45	..	199	210	..	324	25	..	470	22	..
91	25	..	200	8	11	325	44	1	471	65	11
92	10	4	201	25	..	326	15	81	474	24	..
93	18	..	202	50	..	328	13	..	475	8	..
94	60	..	203	2	14	329	38	..	476	192	..
96	67	1	206	17	8	330	20	..	477	9	3
97	30	11	209	45	..	331	76	..	478	155	2
98	24	..	211	73	..	333	12	..	479	7	3
100	19	..	213	25	1	334	43	..	481	16	1
103	20	..	216	27	..	335	47	..	483	57	2
104	45	45	217	19	2	336	31	..	484	13	..
105	83	1	218	24	..	338	18	..	487	16	..
106	65	..	219	125	..	340	16	..	490	200	..

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PROPOSITION No. 1—Continued

No. of Local Union	For	Agst.	No. of Local Union	For	Agst.	No. of Local Union	For	Agst.	No. of Local Union	For	Agst.
492	32	..	629	21	..	780	22	..	930	31	..
493	21	..	631	17	..	781	15	..	931	20	1
494	26	..	635	18	..	782	16	..	938	36	..
495	51	2	636	10	..	783	26	..	940	14	..
496	49	..	637	47	..	785	18	..	941	59	..
497	..	21	638	13	2	787	23	..	942	7	..
500	17	..	639	27	..	790	43	..	943	56	1
501	24	..	644	31	..	791	10	..	944	11	..
502	10	..	646	27	..	792	16	10	945	58	1
505	13	..	648	13	4	794	18	..	946	29	..
506	18	..	650	20	..	795	53	..	947	43	..
507	19	..	651	26	..	800	16	..	948	29	..
509	12	..	652	..	16	802	26	..	949	12	1
510	20	..	656	..	28	804	11	11	952	19	..
511	16	..	657	67	..	806	16	2	953	18	..
512	35	..	659	14	..	808	64	..	955	21	..
514	26	..	660	24	..	809	21	..	956	10	..
515	28	..	661	30	..	810	31	..	957	15	..
518	16	..	667	69	3	813	11	2	959	19	2
519	9	..	668	22	..	815	1	6	960	9	..
521	145	2	670	13	..	817	9	..	965	32	..
522	95	..	674	30	..	818	19	..	971	23	..
523	25	..	675	7	..	819	49	..	973	19	4
524	8	1	676	15	8	820	14	..	976	11	..
525	18	..	677	9	..	821	5	18	977	25	..
526	87	2	678	20	5	822	10	4	978	25	..
530	21	..	679	17	5	823	1	12	981	24	..
534	49	..	680	37	..	825	8	..	985	33	1
535	9	..	682	12	..	829	29	..	987	9	..
536	10	..	685	50	..	830	19	..	988	24	..
541	18	..	686	8	..	831	13	..	989	12	..
543	13	..	687	32	1	833	9	4	991	12	3
546	43	..	688	17	..	834	..	10	993	152	..
549	19	..	690	14	5	835	10	..	997	30	..
550	7	15	691	20	..	836	15	..	999	12	..
551	1	44	692	15	14	837	4	14	1000	10	..
553	10	..	696	25	2	840	13	..	1005	11	..
554	67	..	698	16	1	841	19	..	1010	31	..
556	20	..	699	8	..	842	20	23	1014	23	2
557	20	..	700	15	..	844	11	..	1015	31	4
558	29	..	701	23	..	845	16	..	1016	44	..
559	38	1	702	8	..	846	34	..	1018	10	..
561	40	3	703	31	..	847	18	..	1021	21	..
562	22	..	707	76	8	848	9	4	1022	9	..
563	8	..	708	29	..	849	30	1	1023	27	..
565	12	..	710	17	..	853	30	..	1024	10	..
567	..	27	712	84	..	856	23	..	1027	8	..
568	20	..	713	15	..	858	14	..	1028	18	..
570	11	..	714	65	..	859	..	22	1032	9	..
573	28	..	716	32	..	860	16	..	1033	25	..
575	65	..	719	33	..	861	18	..	1034	12	..
576	10	..	720	21	..	864	18	..	1035	10	..
577	35	..	723	83	..	866	15	..	1037	14	1
578	117	17	728	16	..	870	11	..	1040	23	..
579	8	..	729	11	..	876	12	1	1043	15	..
581	16	..	730	48	..	877	44	..	1044	8	..
583	17	..	731	10	..	878	..	24	1045	10	..
589	16	..	733	9	..	879	69	..	1046	9	..
590	25	..	734	40	..	883	10	1	1047	9	..
591	27	..	735	15	..	884	20	..	1048	15	1
592	41	1	736	7	3	885	13	..	1049	16	..
593	30	..	738	46	1	887	9	..	1051	165	2
596	7	..	740	36	..	888	19	..	1053	85	3
597	17	7	741	23	..	889	39	..	1055	16	2
598	11	..	743	29	..	890	11	..	1056	11	..
599	32	..	745	10	..	891	26	..	1058	17	..
601	26	1	747	17	..	895	18	..	1059	14	..
602	..	18	750	15	..	898	32	..	1060	16	..
603	29	..	751	20	1	899	46	..	1062	21	..
606	50	..	755	40	..	900	7	1	1065	8	..
607	31	..	759	35	4	901	..	85	1067	8	1
609	18	..	762	26	..	904	32	..	1069	14	..
611	31	..	765	12	..	905	25	..	1072	17	9
612	3	38	766	8	..	909	17	..	1074	24	..
613	2	30	767	21	..	910	..	12	1076	16	..
614	6	..	768	10	..	911	12	..	1078	14	..
615	17	..	769	24	2	914	22	..	1080	15	..
616	22	..	771	12	..	919	13	..	1081	12	..
620	28	..	772	60	..	920	60	..	1082	1	30
621	6	..	773	19	..	922	13	..	1083	26	..
623	12	..	775	22	..	923	11	..	1084	12	..
624	64	..	777	24	..	924	16	..	1089	11	..
627	14	..	778	19	..	927	16	..	1091	13	1
628	24	1	779	38	2	929	15	..	1093	34	..

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PROPOSITION No. 1—Continued

No. of Local Union	For	Agst.	No. of Local Union	For	Agst.	No. of Local Union	For	Agst.	No. of Local Union	For	Agst.
1094	..	14	1265	11	..	1466	13	..	1675	8	..
1096	72	..	1267	8	..	1468	13	..	1684	22	..
1101	10	..	1269	9	1	1486	..	11	1687	13	..
1103	24	..	1271	13	..	1488	..	7	1692	12	..
1106	24	..	1275	19	..	1495	10	1	1693	110	..
1107	22	..	1276	11	..	1496	28	..	1695	28	1
1108	189	..	1278	11	..	1502	11	..	1699	61	15
1110	28	..	1283	12	3	1504	9	..	1704	8	22
1111	22	..	1285	16	..	1505	17	..	1709	12	..
1112	27	..	1287	16	1	1508	8	..	1711	10	..
1113	9	..	1288	7	..	1512	8	..	1714	16	..
1114	22	..	1289	15	1	1513	9	..	1715	17	..
1115	23	..	1291	8	2	1516	7	5	1717	5	96
1119	22	..	1297	14	..	1517	11	..	1720	12	..
1127	20	..	1303	7	..	1518	..	9	1730	11	..
1128	74	..	1307	145	..	1519	..	29	1731	17	..
1130	3	..	1309	16	..	1522	14	..	1736	21	..
1131	26	4	1312	21	1	1524	23	..	1747	172	52
1132	17	..	1313	19	..	1527	2	13	1748	..	63
1135	9	..	1314	25	..	1531	4	..	1751	23	..
1136	9	..	1317	35	4	1532	25	..	1753	8	..
1140	19	2	1319	40	6	1533	12	1	1754	..	11
1143	38	..	1320	9	1	1538	54	..	1761	9	..
1144	15	..	1325	12	..	1548	60	..	1767	29	..
1146	27	..	1326	2	7	1551	11	..	1768	10	..
1147	9	2	1328	9	..	1555	17	..	1769	13	..
1150	12	..	1330	19	..	1561	19	..	1770	12	..
1151	6	..	1335	19	..	1562	6	..	1776	18	..
1155	9	..	1339	14	..	1563	25	..	1779	24	..
1156	8	..	1342	14	..	1565	29	17	1780	11	..
1157	17	..	1345	25	2	1566	29	..	1782	26	..
1158	25	..	1347	58	4	1568	21	..	1783	22	..
1159	..	13	1348	22	..	1569	16	..	1784	1	315
1160	..	10	1350	10	..	1570	30	..	1785	13	..
1162	7	..	1351	10	..	1571	10	..	1786	12	280
1163	8	..	1352	36	..	1573	11	..	1790	168	..
1166	10	..	1354	16	..	1580	11	..	1795	12	..
1171	..	8	1355	15	2	1582	24	2	1797	9	..
1172	34	..	1357	12	..	1584	22	..	1799	15	..
1174	11	..	1363	11	..	1585	11	..	1805	40	..
1178	..	..	1365	34	..	1586	33	..	1813	14	..
1179	9	1	1367	309	..	1587	12	..	1815	10	..
1180	30	4	1369	45	..	1589	40	3	1817	19	..
1181	7	..	1377	19	..	1591	16	4	1820	12	..
1183	..	..	1379	29	..	1593	10	..	1829	7	..
1184	22	..	1380	11	..	1596	36	1	1831	3	22
1186	28	1	1382	6	..	1597	17	..	1835	27	..
1187	22	..	1384	29	..	1598	30	..	1843	8	..
1188	22	..	1387	16	..	1602	18	1	1846	49	..
1189	10	..	1391	15	..	1607	11	..	1847	10	..
1191	87	25	1392	33	..	1611	7	..	1850	13	..
1192	12	..	1393	71	..	1615	..	60	1851	17	..
1193	29	2	1394	15	1	1616	54	..	1856	31	..
1194	18	..	1399	13	1	1618	35	..	1858	14	..
1197	9	..	1401	38	..	1619	13	..	1868	38	..
1198	18	..	1403	..	22	1626	24	..	1871	7	..
1203	11	..	1404	7	..	1629	18	..	1874	27	..
1206	17	2	1408	33	..	1631	11	..	1877	11	..
1207	42	..	1417	16	..	1633	15	..	1879	9	..
1208	15	5	1419	20	..	1635	15	..	1880	17	..
1210	51	33	1420	11	..	1636	..	20	1881	19	..
1218	16	..	1423	13	2	1639	13	..	1883	9	..
1219	13	..	1426	22	..	1640	21	1	1885	9	..
1224	21	..	1427	12	..	1644	..	14	1898	13	..
1226	8	..	1428	11	..	1647	80	..	1907	7	..
1233	60	..	1430	20	..	1649	11	..	1911	22	..
1236	39	..	1433	12	..	1650	28	..	1913	9	..
1239	30	..	1434	22	..	1653	48	..	1914	30	..
1241	9	..	1435	28	..	1655	14	..	1916	9	..
1243	19	..	1440	8	..	1657	..	9	1917	6	..
1244	40	..	1441	15	..	1658	20	..	1920	7	..
1245	9	..	1442	18	5	1659	11	..	1925	14	..
1246	6	..	1443	7	26	1663	7	..	1931	14	1
1248	15	..	1444	7	..	1665	26	..	1937	29	..
1252	63	2	1447	60	..	1666	12	..	1938	12	..
1253	10	..	1449	31	..	1667	24	..	1940	23	..
1255	14	..	1450	19	2	1669	8	..	1943	15	..
1257	11	..	1454	10	..	1671	26	..	1948	11	..
1264	10	..	1455	1	39	1673	11	..	Total	30,369	3,958

Total Vote cast in favor of Proposition No. 1 30,369
Total Vote cast against Proposition No. 1 3,958

Majority in favor of Proposition 26,411

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No. of Local Union	For	Agst.	No. of Local Union	For	Agst.	No. of Local Union	For	Agst.	No. of Local Union	For	Agst.
1	120	..	110	22	1	225	9	..	343	21	..
2	318	7	111	18	..	228	13	..	345	26	4
3	23	..	112	107	1	229	..	12	347	14	..
4	24	..	115	24	..	230	10	..	348	..	25
5	116	..	118	22	..	231	31	..	349	..	97
7	20	41	122	15	5	232	26	..	350	4	11
8	345	..	123	20	..	233	..	16	351	3	25
9	39	..	124	1	14	237	4	35	352	2	13
10	24	31	126	98	..	238	68	..	356	14	..
11	77	..	127	30	1	241	27	..	357	11	6
12	48	1	129	28	..	242	508	..	358	1	16
14	19	1	130	9	3	243	10	..	359	37	..
15	18	..	132	113	5	244	..	9	360	42	..
16	25	5	133	35	21	246	18	..	362	5	25
17	21	..	134	32	..	247	52	..	363	14	..
18	20	..	135	70	..	249	19	1	364	1	24
20	41	..	136	13	..	250	20	..	367	33	..
21	42	..	138	278	..	251	18	..	369	29	..
22	112	..	139	47	..	252	45	..	370	12	2
23	11	..	140	9	..	253	11	2	371	11	3
24	6	1	141	93	3	254	9	..	374	41	..
26	24	7	142	47	..	255	11	..	375	..	82
29	33	..	143	27	..	256	18	3	376	28	1
30	41	..	144	8	..	257	18	..	378	17	11
31	16	..	146	..	28	258	39	..	380	8	6
32	39	16	147	165	..	261	27	..	384	35	..
33	67	1	148	43	..	262	51	52	386	12	1
34	200	..	149	..	12	263	..	8	388	28	..
35	12	..	150	4	3	265	20	1	389	11	..
36	3	22	152	..	16	266	30	..	391	14	14
37	..	12	153	33	3	268	14	3	392	12	23
39	168	..	154	20	..	269	35	1	395	..	14
41	28	..	155	56	..	270	17	..	396	10	3
42	..	53	156	24	..	272	62	..	397	11	..
43	67	..	157	..	12	273	35	5	401	17	..
44	35	..	158	35	..	274	19	..	402	45	..
45	35	..	159	13	4	275	15	40	404	7	2
46	24	..	160	82	..	276	13	11	406	29	..
47	31	..	161	28	..	277	20	2	407	9	6
48	11	10	162	16	17	278	10	9	408	29	..
50	59	2	164	66	..	280	12	..	413	42	..
52	116	33	165	92	..	281	12	32	415	141	..
53	32	..	167	172	..	282	49	1	416	38	..
54	110	..	168	57	..	283	..	30	419	143	..
55	30	..	170	15	..	284	62	..	420	1	9
56	96	2	171	38	..	286	27	..	423	8	..
58	206	..	172	..	14	287	34	..	425	6	9
60	24	..	174	10	18	289	22	4	426	17	..
61	39	10	175	17	6	291	7	41	427	78	1
62	766	..	176	..	25	292	21	1	428	..	14
63	27	2	177	120	3	293	..	12	429	24	6
64	65	4	178	20	..	295	18	..	430	45	..
65	61	..	181	105	..	296	10	..	431	16	1
67	91	1	182	84	65	299	45	..	436	8	..
68	13	3	183	5	20	500	72	..	437	16	10
69	27	10	184	26	2	301	47	..	438	95	..
70	64	..	185	11	..	302	21	..	441	46	25
71	2	31	186	26	1	304	36	..	443	36	3
72	14	2	187	..	16	305	5	1	444	..	25
73	22	2	188	50	..	306	28	4	445	20	1
74	..	34	189	26	2	308	16	40	448	56	..
75	850	..	190	9	1	309	68	3	453	..	32
77	21	16	191	9	..	310	1	15	454	64	..
78	56	..	193	14	2	311	14	2	455	9	..
79	30	1	194	..	24	314	155	2	456	..	..
83	16	2	195	4	36	315	11	1	459	..	21
84	23	..	196	38	3	316	30	1	461	64	..
85	..	12	197	25	6	321	14	3	464	145	3
87	60	2	198	150	5	322	39	9	467	29	2
88	32	4	199	210	..	323	20	..	470	21	1
90	46	1	200	21	..	324	25	..	471	48	1
91	17	..	201	1	24	325	43	2	474	4	11
92	13	2	202	49	..	326	..	68	475	8	..
93	16	2	203	14	2	328	13	..	476	176	..
94	43	..	206	20	5	329	35	..	477	11	1
96	3	65	209	45	..	330	18	1	478	162	..
97	44	..	211	..	83	331	48	..	479	8	3
98	15	4	213	29	..	333	12	..	481	18	1
100	23	1	216	28	2	334	42	1	483	29	11
103	13	2	217	19	1	335	30	1	484	8	1
105	66	..	218	17	15	336	31	..	487	..	16
106	52	6	219	124	1	338	18	..	490	200	..
108	6	3	220	2	..	340	12	1	492	2	30
109	3	179	223	29	..	342	19	..	493	21	..

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PROPOSITION No. 2—Continued

No. of Local Union	For	Agst.	No. of Local Union	For	Agst.	No. of Local Union	For	Agst.	No. of Local Union	For	Agst.
494	26	..	636	10	..	785	18	..	945	59	..
495	58	..	637	47	..	790	14	22	946	29	..
496	89	2	638	12	2	791	10	..	947	43	..
497	..	21	639	..	27	792	13	..	948	11	14
500	17	..	644	30	1	794	18	..	949	12	1
501	24	..	646	27	..	795	53	..	952	1	19
502	10	..	648	11	7	800	16	..	953	18	..
505	13	..	650	16	..	802	6	20	955	21	..
506	9	4	651	16	10	804	11	..	956	5	..
507	20	..	652	..	16	806	1	10	957	2	6
509	12	..	656	7	1	808	137	5	959	11	..
510	20	..	657	50	6	809	21	..	960	9	..
511	16	..	659	1	7	810	21	2	965	18	4
512	24	3	660	7	8	813	12	1	971	16	3
514	26	..	661	21	2	815	7	..	973	3	20
515	30	1	667	72	..	817	9	..	976	11	..
518	19	..	668	14	4	818	19	..	977	25	..
519	2	5	670	13	..	819	46	3	978	25	..
521	11	6	674	..	30	820	11	3	981	..	3
522	95	..	675	6	1	821	..	25	985	33	1
523	24	2	676	12	6	822	..	14	987	10	..
524	5	..	677	7	1	823	..	3	988	17	2
525	9	8	678	18	1	825	5	3	989	9	..
526	6	68	679	3	18	829	3	25	991	14	2
530	17	3	680	..	34	830	9	4	993	144	1
534	4	7	682	10	..	831	14	..	997	24	..
535	9	..	685	50	..	833	1	12	999	10	..
541	12	1	686	..	8	834	10	..	1000	..	15
543	13	..	687	37	..	835	10	..	1005	5	7
546	11	32	688	17	..	836	3	12	1010	28	2
549	15	2	690	17	1	837	..	22	1014	13	7
550	4	11	691	21	1	840	9	3	1015	..	35
551	6	24	692	32	..	841	19	..	1016	42	..
553	..	10	696	13	6	844	1	9	1018	10	..
554	66	1	698	17	..	845	..	16	1921	22	..
556	..	15	699	9	..	846	31	..	1022	9	..
557	19	1	700	..	13	847	6	13	1023	27	..
558	27	..	701	5	18	848	13	..	1024	7	2
559	38	1	702	..	8	849	4	27	1027	..	8
561	29	15	703	33	3	853	30	..	1028	18	1
562	8	12	707	77	3	856	15	5	1032	9	..
563	3	4	708	24	7	858	14	..	1033	1	17
565	12	..	710	6	..	859	21	3	1034	8	4
567	..	28	712	83	..	860	3	11	1035	5	3
568	20	..	713	8	3	861	21	..	1037	15	..
570	11	..	714	48	..	864	18	..	1040	19	4
573	28	..	716	28	4	866	14	..	1043	..	13
575	65	..	719	..	34	870	11	..	1044	7	..
576	..	10	720	22	..	876	9	3	1045	4	..
577	35	..	723	64	..	878	18	..	1046	9	..
578	137	..	728	16	..	879	59	3	1047	8	1
579	10	..	729	11	11	883	8	2	1048	16	..
581	15	3	730	45	..	884	..	20	1049	14	2
583	13	..	731	10	..	885	13	1	1051	165	2
589	16	..	733	9	..	887	9	..	1053	94	..
590	18	4	734	8	30	888	20	..	1055	16	3
591	7	20	736	10	..	889	36	..	1056	10	3
592	11	25	738	56	1	890	14	..	1058	17	..
593	..	30	740	36	..	891	22	5	1059	14	..
596	7	..	741	19	..	895	14	4	1060	13	3
597	5	14	743	9	15	898	32	..	1062	9	11
598	11	..	745	8	2	899	45	..	1065	..	8
599	60	..	747	15	2	900	8	..	1067	2	6
601	26	1	750	15	..	901	85	..	1069	3	11
602	17	1	751	14	8	904	32	..	1072	10	7
603	29	..	752	21	..	905	..	12	1074	24	..
606	..	50	755	50	10	909	17	..	1076	15	1
607	7	25	762	5	..	910	3	6	1078	13	..
609	..	18	765	12	..	911	11	1	1080	..	15
611	31	..	766	8	..	914	..	22	1081	12	..
612	40	5	767	17	4	915	8	..	1982	8	21
613	4	25	768	9	1	920	60	..	1083	26	..
614	6	1	769	23	1	922	13	..	1084	12	..
615	14	4	771	4	8	923	11	..	1089	6	4
616	20	3	772	54	6	927	14	..	1091	12	1
620	4	13	773	19	..	929	4	10	1093	34	..
621	9	..	775	..	22	930	37	..	1094	4	..
623	..	12	777	23	4	931	15	..	1096	72	..
624	64	..	778	15	..	938	33	..	1101	10	..
627	14	..	779	..	35	940	13	1	1103	24	..
628	33	..	780	22	..	941	17	19	1106	24	..
629	..	18	781	12	3	942	7	..	1107	11	11
631	18	..	782	18	..	943	..	69	1108	139	..
635	18	1	783	13	..	944	8	1	1110	28	..

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PROPOSITION No. 2—Continued

No. of Local Union	For	Agst.	No. of Local Union	For	Agst.	No. of Local Union	For	Agst.	No. of Local Union	For	Agst.
1111	18	2	1287	14	2	1518	9	..	1751	17	..
1112	13	9	1288	7	..	1519	28	..	1753	8	..
1113	..	8	1289	16	..	1522	14	..	1754	..	11
1114	24	..	1291	10	1	1524	23	..	1761	9	..
1115	..	23	1297	24	..	1527	24	..	1767	18	3
1119	22	..	1303	..	11	1531	4	3	1768	12	..
1127	20	..	1307	145	..	1532	12	7	1769	8	3
1128	70	..	1312	22	..	1533	..	10	1770	12	..
1130	..	6	1313	19	..	1538	..	54	1776	18	..
1131	24	6	1314	12	13	1548	60	..	1779	26	..
1132	17	..	1317	38	1	1551	12	..	1780	4	7
1135	9	..	1319	36	10	1555	16	..	1782	28	..
1136	8	..	1320	10	..	1561	19	..	1783	19	1
1140	..	18	1325	12	..	1562	6	..	1785	8	..
1143	2	39	1326	..	13	1563	26	..	1786	22	46
1144	15	..	1328	8	1	1565	46	3	1790	171	..
1146	4	23	1330	14	2	1566	27	..	1795	12	..
1147	..	11	1335	..	19	1568	3	9	1797	..	9
1150	10	2	1339	14	..	1569	16	..	1799	7	4
1151	2	4	1342	12	3	1570	26	4	1805	33	..
1155	..	9	1345	..	36	1571	9	1	1813	8	2
1156	7	..	1347	58	2	1573	7	1	1815	10	..
1157	4	16	1348	22	..	1580	11	..	1817	19	..
1158	2	17	1350	12	..	1582	24	..	1820	10	2
1159	..	13	1351	10	..	1584	22	1	1829	7	..
1160	..	10	1352	30	..	1585	9	2	1831	26	4
1162	6	1	1354	..	19	1586	30	..	1835	27	..
1163	8	..	1355	6	10	1587	11	..	1846	50	1
1166	10	..	1357	1	11	1589	30	13	1847	10	..
1171	..	9	1363	8	3	1591	..	26	1850	13	..
1172	27	..	1365	33	1	1593	15	..	1851	17	..
1174	11	1	1367	2	260	1596	36	1	1856	34	..
1178	13	4	1369	34	5	1597	17	..	1858	14	..
1179	4	5	1377	..	22	1598	30	..	1868	38	..
1180	..	34	1379	29	..	1602	19	..	1871	..	7
1181	7	..	1380	11	..	1611	..	7	1874	5	11
1183	8	..	1382	..	10	1616	61	..	1877	11	..
1186	26	1	1384	4	26	1618	35	..	1879	9	..
1187	..	22	1387	16	..	1626	24	..	1880	14	3
1188	24	..	1391	15	..	1629	8	7	1883	9	..
1189	10	..	1392	34	..	1631	11	..	1885	13	1
1191	76	39	1393	69	..	1633	15	..	1898	12	1
1192	12	..	1394	16	..	1635	15	..	1907	7	..
1193	31	3	1399	11	3	1636	16	..	1911	22	..
1194	18	..	1401	38	..	1639	..	10	1913	9	..
1197	7	..	1404	7	..	1640	18	..	1914	30	..
1198	6	15	1408	..	33	1644	10	..	1916	8	1
1203	11	..	1417	16	..	1647	80	..	1920	7	..
1206	17	2	1419	15	..	1649	11	..	1925	14	..
1207	47	..	1420	11	..	1650	28	..	1931	13	2
1208	..	20	1423	9	6	1653	39	..	1937	24	5
1210	21	66	1426	12	4	1655	13	1	1938	12	..
1218	16	..	1427	1	11	1657	9	..	1940	18	..
1219	..	16	1428	..	11	1658	14	..	1943	6	7
1224	20	..	1430	16	..	1659	..	11	1946	13	..
1226	8	..	1434	22	..	1663	7	..	1948	..	6
1233	60	..	1435	28	..	1665	19	3	2500	9	..
1236	29	..	1441	..	14	1666	12	..	2504	11	..
1239	30	..	1443	23	..	1667	4	14	2507	11	..
1241	12	..	1444	5	..	1669	8	..	2509	59	..
1243	..	24	1447	58	2	1671	26	..	2511	10	1
1244	40	..	1448	20	..	1673	11	..	2519	21	..
1245	9	..	1449	8	14	1675	8	..	2527	50	..
1246	5	..	1450	21	..	1687	13	..	2548	32	..
1248	15	..	1454	10	..	1692	12	..	2553	11	..
1252	65	..	1455	38	2	1693	116	..	2554	21	..
1253	1	2	1468	3	9	1699	2	70	2555	23	9
1255	13	..	1486	..	11	1704	44	..	2556	32	2
1257	11	..	1488	..	10	1709	6	5	2559	8	..
1264	10	..	1495	11	2	1714	16	..	2610	5	..
1265	3	8	1496	..	23	1715	14	3	2611	8	..
1267	..	8	1502	7	..	1717	93	..	2612	42	..
1269	8	2	1504	9	..	1720	..	12	2621	5	..
1271	6	1	1505	18	..	1730	4	5	2624	..	9
1275	1	20	1508	4	..	1731	17	..	2629	8	..
1276	11	..	1512	8	..	1736	21	..	2639	13	1
1278	11	1	1513	9	..	1742	41	..	2642	11	..
1283	12	3	1516	..	11	1747	176	3	2651	2	1
1285	13	..	1517	11	..	1748	4	51	Total	26,004	5,729

Total Vote cast in favor of Proposition No. 2 26,004

Total Vote cast against Proposition No. 2 5,729

Majority in favor of Proposition No. 2 20,275

Directory of Business Agents



- Aberdeen, Wash.—R. B. Ellis, 512 Burleigh av.
Akron, O.—R. F. Booth, 32 N. Main st.
Albany, N. Y.—Thos Gilmore, Room 21, Beaver Block.
Allentown, Pa.—Clarence Seaman, 21 N. Madison st.
Alliance, Neb.—Roy Wells.
Alton, Ill.—Roland Adams, 202 Pioneer Bldg.
Anadarko, Okla.—J. E. Wilson.
Annapolis, Md.—George E. Wooley, 8 West st.
Ardmore, Okla.—D. N. Ferguson, Box 522.
Asbury Park, N. J.—David F. Gant, Bradley Beach, N. J.
Ashville, N. C.—A. L. Henry, R. F. D. 3.
Atlanta, Ga.—E. L. Ficken, 220 Brown and Randolph Bldg.
Atlantic City, N. J.—F. J. Scheideman, 307 N. Massachusetts ave.
Auburn, Ill.—J. E. Higgins.
Augusta, Ga.—J. W. Johnson, 1906 Greene st.
Augusta, Me., Waterville and Vicinity—T. M. Rollins, 18 Cushman st., Augusta, Me.
Aurora, Ill.—Edward F. Ream, 77-79 Fox st.
Ausable Forks, N. Y.—Hiram Jacques.
Bakersfield, Cal.—J. C. Harter, Labor Temple.
Baltimore, Md.—L. U. 229, Eugene Sullivan, 15 E. Haywood ave., Pimlico, Md.; L. U. 29, Frank G. Simmons, Border State Bank Bldg., Park ave., and Fayette st.
Barre, Vt.—C. R. Hall.
Bartlesville, Okla.—S. F. Wray.
Batavia, N. Y.—Frank Roberts, 1 Holland ave.
Battle Creek, Mich.—Wm. Cartridge, 216 Kale-zoo st.
Bay City, Mich.—Wm. B. Gust, 303 Fillmore pl.
Beardstown, Ill.—Hy Thornsby, 801 E. 4th street.
Beaver, Pa.—D. S. Leighty.
Belmar, N. J.—Harry Redmond, Box 245.
Bergen County, N. J.—John D. Carriock, 388 Ridgewood ave., Ridgewood, N. J.
Billings, Mont.—C. S. Buck, Labor Union Hall.
Binghamton, N. Y.—Jerry Ryan, 77 State st.
Birmingham, Ala.—R. E. L. Connolly, Room 455, Hood Bldg.
Boston, Mass., D. C.—A. J. Howlett, 30 Hanover st.; L. U. 33, J. T. White, 30 Hanover st.; L. U. 1096, John McNeil, Hopkins Pl., Mattapan, Mass.; L. U. 1393 (Wharf and Bridge), John Morgan, 30 Hanover st.; L. U. 1410 (Shop and Mill), Simpson Booth, 30 Hanover st.; L. U. 1824 (Cabinetmakers and Mill), E. Thulin, 30 Hanover st.; L. U. 954 (Hebrew) M. Goodman, 30 Hanover st.; L. U. 386, Dorchester, Mass.; L. U. 67, Roxbury, Mass.; L. U. 443, Chelsea, Chas. Noel, 86 Grove st., Chelsea, Mass.; L. U. 937 (Hebrew), Chelsea, Kalman Disler, 66 Essex st., Chelsea, Mass.; L. U.'s 441 and 1653, Cambridge, P. J. Slowe, 90 Norfolk st., Cambridge, Mass.; L. U. 438, Brookline, W. H. Walsh, 166 Washington st., Brookline, Mass.; L. U. 218, East Boston, C. H. Morrison, 16 Pope st., East Boston, Mass.; L. U.'s 625, Malden, 629 Sommerville and 777 Medford, A. McBride, 8 Ash Ave., Winterhill, Sommerville.
Brainerd, Minn.—P. W. Bidwell, 616 Oak st.
Branford, Conn.—John Knopwood, Short Beach.
Bridgeport, Conn.—M. L. Kane, 1484 Park ave.
Bristol, Conn.—J. W. Greno, 84 Grove st.
Brockton, Mass.—Walter Pratt, 308 Marston Bldg., 28 Main st.
Buffalo, N. Y.—Vincent Roth, 12-14 Eagle st.; Frank J. Fischer, 12-14 Eagle st.
Calgary, Alta., Can.—James Rae, Box 2331.
Cambridge, Mass.—P. J. Slowe, 90 Norfolk st.
Canton, Ill.—E. P. Sherman, 45 E. Vine st.
Canton, Ohio—A. M. Young, 934 Marion ave., S. W.
Cedar Rapids, Ia.—D. A. Leonard, 19 Jim Bk.
Central City, Ky.—C. L. Craig.
Charleston, W. Va.—C. P. Staats, Station A.
Charlotte, N. C.—C. W. Brown, P. O. Box 28.
Chicago, Ill.—John A. Metz, president; Daniel Galvin, secretary-treasurer; Wm. T. White, J. C. Johnson, F. C. Bromley, business agents of the district; No. 1, Albert F. Schultz; No. 10, W. S. Deuel; No. 13, Thos. F. Flynn; No. 54, Peter Mraz; No. 58, Simon Charles Grassl; No. 62, P. J. Granberg; No. 80, W. Erims; No. 141, John Murray; No. 181, Thos. F. Church; No. 199, Edw. Meisenbach; No. 242, George Proskaski; No. 272 (Chicago Heights), James Goodman; No. 416, F. C. Lemke; No. 434, John H. De Young; No. 521 (stairs), W. J. Mahoney; Nos. 448, 461, 250, 1727, North Shore Local Unions, M. L. Baade; No. 504, Wm. Watson, No. 643 (ship carpenters), E. Leubke; No. 1128, H. Brok-hope; No. 1307, R. E. Huffman; No. 1693 millwrights), John Oliver, Millmen; No. 341, Adam Kurowski, 2034 N. Wood st.; No. 1367, Jos. Dusek; No. 1784, Gustave Stange; No. 1922, Geo. Orris. Address of all officers and business agents: Carpenters' Hall, 73 W. Randolph st.
Cincinnati, O.—W. E. Brown, 1228-30 Walnut st.; Frank Imwalle, 1228 Walnut st.; Wm. Reinte, sec. D. C. 1228-30 Walnut st.
Clarksville, Ark.—J. H. Cline.
Cleveland, O.—Walter J. Mapes, secretary; Thos. Payne, Harry Hamilton and Gustav Schroeder. Address of all, 337 Superior ave., N. W.
Clinton, Ia.—Clause Rief, 331 14th ave.
Columbia, Mo.—J. McKenzie, 1121 Miner Bldg.
Columbus, Ind.—R. L. Wheate, 333 Kinman st. (Columbus, East.)
Columbus, O.—C. B. Rader, Room 126, 261 S. High st.
Corsicana, Tex.—W. B. Conner, Box 447.
Coshocton, O.—Wm. Schumacher, 1145 Main street.
Council Bluffs, Ia.—A. A. Whitlock, 201 S. First st.
Covington, Ky.—C. C. Skirvin, 483 W. 2nd st.
Cullman, Ala.—Arch Maples.
Dallas, Tex.—R. M. Means, Box 372.
Danbury, Conn.—Martion B. Mapie, 19 Smith street.
Dayton, O.—L. E. Nysewander, Room 1, 26 N. Main st.
Decatur, Ill.—Geo. Doolen.
Denison, Tex.—J. M. Davis, 420 W. Texts st.
Denver, Colo.—No. 55, W. H. Marker, 1947 Stout st.; No. 1874, W. L. Fowler, 4441 Utica st.
Derby, Conn.—Wm. Casey, 133 Atwater ave.
Des Moines, Ia.—J. F. Gray, Trades Assembly Hall, 8th and Locust.
Detroit, Mich.—G. R. Alexander, 162 Randolph street.
Dodge City, Kan.—J. G. Sidlow.
Dorchester, Mass.—Jas. E. Eaton, 274 Beach st., Wollaston, Mass.
Duluth, Minn.—N. Olsen, 1905 W. 4th st.
Dyersburg, Tenn.—J. W. Todd.
East Palestine, O.—George H. Alcorn.
East St. Louis, Ill.—Geo. Tuthill, 418 Collinsville ave.
Edmonton, Alta., Can.—J. Francis, Mechanics' Hall.
Elizabeth, N. J.—J. T. Cosgrove, 605 Elizabeth ave.
Elmira, N. Y.—Grant Nelson, 311 West ave.
El Paso, Texas—J. B. Williams, Box 631.

The Carpenter

Erie, Pa.—Martin Rouen, 7 Shaaf Lane.
 Evansville, Ind.—James L. Tate, 1009 Extension Main st.
 Fall River, Mass.—Chas. Percival, 16 Hartwell st.
 Fairfield, Conn.—George C. Johnson.
 Farmington, Me.—W. J. Dougherty.
 Fitchburg, Mass.—Al. Lafrennie, 59 Tredale st., Leominster, Mass.
 Flint, Mich.—A. L. Cheney, R. F. D. No. 9.
 Fond du Lac, Wis.—Wm. Giese, 337 Doty st.
 Fort Dodge, Ia.—Henry Scharfenberg, 356 8th ave.
 Fort Lauderdale, Fla.—R. G. Pearson.
 Fort Smith, Ark.—John Huff, 801 N. 19th st.
 Fort Wayne, Ind.—Wm. O. Lakey, 610 Calhoun st.
 Fort Worth, Texas—W. E. Hemsell, 1112 Carson ave.
 Galveston, Texas—Chas. O. Wallace, 2216 Ave. E.
 Gary, Ind.—Walter Good, 2560 Washington st.
 Glen Cove, L. I., N. Y.—Hugh Duffy.
 Grand Rapids, Mich.—Garrit Verburg.
 Granite City, Madison and Venice—Howard Pinkerton, 2022 Missouri ave., Granite City.
 Granville, Ill.—George F. Scott.
 Grayville, Ill.—J. W. Badisbaugh, Box 503.
 Great Falls, Mont.—James Scrivner, P. O. Box 372.
 Great Neck, L. I., N. Y.—Joseph W. Grady.
 Greensburg and Mt. Pleasant, N. Y.—M. Touhoy, Box 78, Irvington-on-Hudson.
 Greenfield, Mass.—D. E. Campbell.
 Grove City, Pa.—W. E. Double.
 Hamilton, O.—S. B. Corson, Station A.
 Hamilton, Ont., Can.—John Briggs, Hamilton.
 Hammond, Ind.—Wm. Newton, 160 Plummer ave.
 Hartford, Conn.—A. L. McAllister, 1st Stedman street.
 Hartford, Ark.—J. H. Moore, Gwyn Postoffice.
 Haverhill, Mass.—C. R. McGuire, 2 Gilman Place.
 Hazelton, Pa.—Albert Walck, 703 N. Laurel.
 Hempstead, L. I., N. Y.—Wm. H. Guptill, 267 Front st.
 Herkimer, N. Y.—Frank W. Scanlan, 215 Henry st.
 Hillsboro, Tex.—Wm. Hodge.
 Holyoke and Westfield, Mass.—John Cronnen, Carpenters' Hall, 437 High st.
 Houston, Texas—Campbell Overstreet, 515 W. 14th st.
 Hudson, N. Y.—Adam Schaible, 342 State st.
 Hutchinson, Kan.—G. T. Bronleeve, 120 W. 14th st.
 Iilon, N. Y.—Hugh Smithson, 276 E. Clark st.
 Indianapolis, Ind.—S. P. Meadows, Geo. B. Kenney, Room 30, Cosmos Castle.
 Iola, Kan.—Trot Williamson.
 Ithaca, N. Y.—F. C. Thompson, L. U. 603.
 Jackson, Mich.—C. W. Davis, 220 Bush st.
 Jacksonville, Fla.—Charles Barry, 46½ W. Bay street.
 Jamestown, N. Y.—John K. Gustafson, Box 14.
 Jersey City, N. J.—Fred Herman, 452 Hoboken ave., James G. Larkin, 452 Hoboken ave.
 Joliet, Ill.—Alex Walker, 101 Jefferson st.
 Kansas City, Mo., and Vicinity, D. C.—J. C. Jackson, secretary D. C. Labor Temple; Frank Bingham, 1603 Montgall st.; F. B. Jones, 2924 Mercer st.
 Kensington, Ill.—John H. Leyoung.
 Kenton and Vampbell Counties, Ky.—Wm. Ogden, 7132 Holman st., Covington, Ky.
 Kewanee, Ill.—Arthur A. Spute, 126 S. Garce ave.
 Keyport, N. J.—Samuel Stryker.
 Kincaid, Ill.—A. J. Ingold.
 Kingston, N. Y.—Harry F. Gerhardt, 161 E. Chester st.
 Knoxville, Tenn.—W. J. Roach.
 Krebs, Okla.—E. D. Miller.
 Lafayette, Colo.—C. C. Jones, Louisville, Colo.; Sam Hicks, Lafayette, Colo.
 Lake County, Ind.—J. I. Day, 4106 Baring ave., East Chicago, Ind.
 Lansing, Mich.—Geo. Mattoon, 1117 Ballard st.

LaSalle, Ill.—J. W. Singer, 1155 W. Marquette street.
 Lawrence, Mass.—A. B. Grady, 10 Butler st.
 Lawton, Okla.—H. F. Rugh, 811 A ave.
 Lethbridge, Alta., Can.—Stanley L. Chappell, Box 172.
 Lewiston, Me.—J. A. Reng, 249 Park st.
 Lincoln, Neb.—Fred Eissler, Labor Temple.
 Little Falls, N. Y.—M. E. Murphy, 58 Jackson street.
 Little Rock, Ark.—C. A. Grant, 3424 W. 13th street.
 Lockport, N. Y.—Albert Nott, 237 Prospect st.
 Louisville, Ky.—E. J. Borders, 300 Commercial Bldg., S. E. Cor. 4th and Main sts.
 Los Angeles, Cal.—C. R. Gore and J. A. McAloon, J. G. McAfee. Address of business agents, 538 Maple ave.
 Lowell, Mass.—M. A. Lee, 48 4th st.
 Lynn, Mass.—A. W. Clark, 62 Monroe st.
 Madison, Ill.—Adolph Boulanger, 2100 C st., Granite City, Ill.
 Madison, Wis.—H. A. Derleth, 21 W. Main st.
 Mahanoy City, Pa.—R. C. Fowler, 222 W. Pine street.
 Manchester, N. H.—Charles G. Metivier, 203 Spruce st.
 Mayaguez, Porto Rico—Louis Perochier, Box 101.
 Marissa, Ill.—Barney Elliott, St. Clair Court.
 McAlester, Okla.—R. A. Bradley, 508 S. 18th street.
 McKinney, Texas—D. P. Wilmeth.
 Memphis, Tenn.—C. M. Dayton, 95 S. Second street.
 Meriden, Conn.—A. A. Lancennette, 333½ Cods ave.
 Middlesex, Mass.—John G. Cogill, 3 Glen Court, Malden, Mass.
 Milwaukee, Wis.—Adolph Hinkforth, Emil Brodde, Room 305, Brisbane Hall, 528 Chestnut st.
 Minneapolis, Minn.—Andrew Leaf, 4012 Aldrich ave., S.; Charles Fischer, 3519 15th ave., S.
 Moberly, Mo.—F. M. McCully, 472 E. Rollins st.
 Moline, Davenport and Rock Island, Ill.—(Tri-Cities)—Harry Strom, Box 203, E. Moline, Ill.
 Monmouth, Ill.—John M. Hurst, 212 S. 11th street.
 Monongahela, Pa.—Chas. E. Walters, Box 66, W. Brownsville, Pa.
 Montclair, Bloomfield and Orange, N. J.—A. J. Bartruif, 98 Eaton Place, E. Orange, N. J.; E. E. Hill, Pompton ave., Cedar Grove, N. J.
 Montgomery County, Pa.—Fredrik G. Trunk, 212 Kettering ave., Ardmore, Pa.; Harry Coder, 810 Forets st., Conshohocken, Pa.
 Montreal, Can.—J. A. Laflamme, secretary District Council; J. E. Vigeant, P. Miron, H. Senecal, L. Bouthillette. Address, Building Trades Council headquarters, 417 Ontario, East Montreal.
 Mount Vernon, N. Y.—Henry C. Klenk, office, 51 S. 4th st.
 Muskegon, Mich.—Joseph Broker, 167 Myrtle st.
 Nashville, Tenn.—J. W. Carlew, 1625 12th ave., N.
 Newark, N. J.—G. G. Adlon, 19 Willow st., Bloomfield, N. J.; S. J. Stoll, 30 Union ave., Irvington, N. J.
 Newton, Mass.—L. H. Johnson, 251 Wash st.
 New Bedford, Mass.—Wm. Nelson, 384 Acushnet ave.
 New Britain, Conn.—J. F. MGerath, 79 Dwight street.
 New Castle, Pa.—J. W. Patterson, Trade Assembly Hall.
 New Haven, Conn.—John L. Richards, Music Hall Bldg., 117½ Court st.
 New London, Conn.—Geo. Arnold, 557 Bank st.
 New Milford, Conn.—Oscar F. Ross.
 New Philadelphia, O.—Jos. Born, 227 Grimes street.
 Newburyport, Mass.—F. S. Heath, 14 Dalton street.

The Carpenter

- New Rochelle, N. Y.—J. H. Cowham, 18 Lawton st.
- New York City—Gen. Agt.; Oliver Collins and Secretary-Treasurer E. H. Neal, 142-144 East 59th st., N. Y. C. For Manhattan; William McMillan, David French, Alexander Kelso, Samuel Wilson, 142-144 East 59th st. For Brooklyn; William O'Grady Daniel Hancock, Matt. C. Heinan, 255 Atlantic ave., Brooklyn, N. Y. For Bronx; Wallace Anderson, Frank Glew, D. P. O'Connell, 4215 Third ave., N. Y. C. For Queens; John Quinn, 54 North 7th ave., Whitestone, L. I.; Henry Phillips, 399 Boulevard, Rockaway Beach, L. I.; I. W. Stock, 312 8th ave., Long Island City. For Richmond; James Maine, 211 Elm st., West New Brighton, S. I. For Dock Builders; Robert Brindell, 1890 Daley ave., Bronx, N. Y.
- Niagara Falls, N. Y.—John Laur, 807 Willow avenue.
- Norfolk County, Mass.—G. N. Brooks, 459 Washington st., Norwood, Mass.
- Norfolk, Va.—C. F. Jones, 305 Greenwood Bldg.
- Northampton, Mass.—Michael Jarvey, 223 Prospect st.
- North Bristol, Mass., District—B. S. Bolles, Box 135, Sharon, Mass.
- North Shore, D. C.—Michael O'Brien, 71 Washington st., Salem, Mass.
- Northwestern Ohio District—Wm. B. Austin, 332 N. Union ave., Alliance, O.
- North Yakima, Wash.—O. F. Leland.
- Norwalk, Conn.—Frank L. Calrk, Comstock ave., R. F. D.
- Norwich, Conn.—Robert McNeeley, Carpenters' Hall, 252 Main st.
- Nyack, N. Y.—James Murrin, 42 Summit st.
- Oakland, Cal.—Dave L. Wilson, 1500 Liese ave., Fruitvale, Cal.
- Ohio Valley, D. C.—E. Weekly, 3902 Jacob st., Wheeling, W. Va.
- Omaha, Neb.—A. A. Whitlock, Labor Temple.
- Oneida, N. Y.—Albert Hyde, 46 Phelps st.
- Ottawa, Can.—Jas. Usher, Jr., 207 Turner st.
- Ottumwa, Ia.—Geo. W. Ferguson, 511 Jay st.
- Palm Beach (West) Florida—J. D. Argyle, 502 Hibiscus ave.
- Paris, Tenn.—V. C. Sykes.
- Parkersburgh, W. Va.—W. S. Deen, 415 Avery street.
- Pasadena, Cal.—T. J. Johnson, 42 E. Walnut.
- Passiac, N. J.—John Martin, 23 Crescent Pl.
- Paterson, N. J.—Otto Temple, 10 Fennor ave., Albion Place.
- Pawtucket, R. I.—Theodore Malo, 21 N. Main street.
- Peckskill, N. Y.—Geo. H. Wood, 950 Phoenix avenue.
- Pensacola, Fla.—N. Launsbery, Old Armory Bldg., Room 1.
- Peoria, Ill.—Willis K. Brown, 100-111 S. Adams st.
- Perth Amboy, N. J.—Joseph L. Crowell, 92 State st.
- Philadelphia, Pa.—Henry Gripp, chairman, W. T. Allen, secretary-treasurer. Assistants; A. Mellinger, L. U. 122; M. J. McDermott, L. U. 8; Vernon Fletcher, L. U. 359, Ernest Kreis, L. U. 1051. Address of all business agents, 142 N. 11th street.
- Pine Bluff, Ark.—F. J. Jones, 412 W. 17th ave.
- Pittsburgh, Pa.—W. K. Heck, secretary-treasurer; J. A. Ross, A. M. Swartz, (L. U. 164, Wm. J. Kelly). Address of secretary and business agents: Union Labor Temple, Washington, st. and Webster ave.
- Pittsfield, Mass.—John B. Mickle.
- Plymouth, Mass.—Ed. H. Perrault, 14 Wood street.
- Pontiac, Ill.—F. Sipe.
- Poplar Bluff, Mo.—C. W. Howell, 630 Charles street.
- Portchester, N. Y.—J. C. Schofield, 18 Adece st.
- Portsmouth, N. H.—Robert V. Noble, 456 Market st.
- Portland, Ore.—B. W. Sleeman, Labor Temple, 162½ Second st.
- Port Washington, L. I., N. Y.—Chas. T. Wiggins.
- Poteau, Okla.—J. J. Vance.
- Pottsville, Pa.—Edward G. Ossman, 441 Greenwood ave.
- Prince Albert, Sask., Can.—J. Sleight, P. O. Box 544.
- Prince Rupert, Can.—Harry Bertaux.
- Princeton, N. J.—John Dilworth, 361 Nassau street.
- Providence, Pawtucket and Central Falls, D. C. Theodore Malo, 21 North Main st., Pawtucket; C. J. Mulcahy, 152 Weybossett st., Providence and T. F. Kearney, 152 Weybossett st.
- Pueblo, Colo.—T. F. Payton.
- Rahway, N. J.—L. A. Springer.
- Reading, Pa.—W. W. Werner, 24 N. 6th st.
- Red Bank and Long Branch, N. J.—W. G. Pinson, 404 Park Place, Long Branch, N. J.
- Richmond, Va.—J. A. Holland, Labor Temple, 5th and Marshall.
- Roanoke, Va.—L. G. Stultz, 709 Second ave., N. W.
- Rockdale, Texas—W. A. Castlebery.
- Rochester, Minn.—W. E. Thorn, 316 S. Broadway.
- Rochester, N. Y.—G. H. Wright, 33 Penn. st.; A. Agreen, 100 Reynolds Arcade.
- Rockford, Ill.—John E. Peters.
- Roxbury, Mass.—J. M. Devine, 184 Dudley st.
- Rockville, Conn.—Wm. J. Hetzler.
- Rutland, Vt.—Chas. E. Hoyt, 81 Crescent st.
- Sacramento, Cal.—F. E. Stahl, 2211 L st.
- Saginaw, Mich.—E. W. Secord, 416 Cornelia st.
- Salt Lake City, Utah—D. O. Jacobs, Labor Temple, 151 E. Second East st.
- San Angelo, Texas—R. E. Vinson, 65 N. Randolph st.
- San Antonio, Texas—Wayne Bohanan, 702 Denver Bldg.
- San Bernardino, Cal.—C. O. Whitlock, 524 Franklin st.
- San Diego, Cal.—J. H. Markwith, Labor Temple, 739 4th st.
- San Francisco—Fred Fewster, C. C. Campbell, J. J. Hughes, Francis McNamara; addresses, 200 Guerrero st. For Alameda County (Oakland), J. N. Steiner, L. W. Newton, Joseph Orthum; addresses, 761 12th st., Oakland, Cal.
- San Jose, Cal.—Bert P. Ward, 72-78 N. 2d st.
- Savannah, Ga.—A. J. Sours, 322 Bolton st., W. Sayre, Pa.—T. Falcey, Waverly.
- Schenectady, N. Y.—Chas. Gould, Scotia, N. Y.
- Scranton, Pa.—E. E. Knapp, 208 Coal Exchange.
- Seattle, Wash.—Robt. L. Proctor, 1620 4th avenue.
- Sesser, Ill.—I. Hill.
- Sioux City, Ia.—Chas. Huney, Labor Temple.
- Sloatsburg, N. Y.—O. J. Bretnall.
- Sommerville, Mass.—A. McBride, 8 Ash ave., Winterhill.
- South Framingham, Mass.—Edward L. Hand, Highland ave.
- South Shore, Mass.—L. W. Breedle, 203 Allen st., E. Braintree, Mass.
- Spadra, Ark.—J. A. Jones.
- Spokane, Wash.—Fred J. Cheshire, 9 Madison st.
- Springfield Ill.—John R. Holmes, Carp. Hall 7th and Adams st.
- Springfield, Mass.—Thomas McCarroll, 89 Armory st.
- Springfield, Mo.—C. J. McKeegan, 2049 Wasola st.
- Springfield and Milburn, N. J.—J. R. Howard, Box 37, Springfield, N. J.
- Springfield, Ohio—D. A. Hunter, 123 W. High street.
- Stamford, Conn.—Geo. B. Gregory, 45 Oak st.
- St. Cloud, Minn.—Charles Gardner.
- St. Louis, Mo.—L. H. Proske secretary D. C. business agents; George J. Haas, Emil Ruhle, Wm. Knoepf, W. B. Ferrell and J. W. Williams. Address of all business agents, 2228 Olive st.

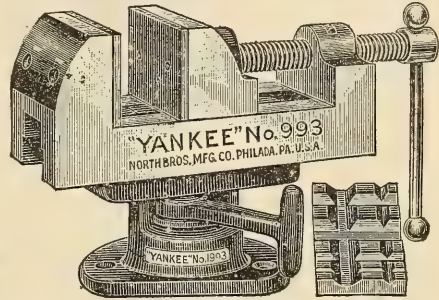
The Carpenter

St. John, N. B., Can.—James L. Sugrue.
 St. Joseph, Mo.—S. W. Glaze, 2105 Washington avenue.
 St. Paul, Minn.—John S. La-Brec, 450 S. Warwick ave., and O. D. Reisner, 1205 Beech st.
 Sullivan, Ind.—Jas. C. Ridge, 209 Chase st.
 Summit, N. J.—Harry Williamson, 47 Russell Place.
 Superior, Wis.—J. H. Hatch, 1701 28th st.
 Syracuse, N. Y.—J. H. Franklin, 301 Griffin Bldg., 134 W. Anondaga st.
 Tampa, Fla.—C. A. Sutton, Box 599.
 Taylorville, Ill.—Geo. King, Box 252.
 Teague, Texas—J. H. Mayberry.
 Terre Haute, Ind.—C. C. Rariden, 524 Mulberry st.
 Texarkana, Texas—G. L. Hunter, 1109 E. 18th street.
 Toledo, Ohio—H. R. Kline, 314 Cherry st.
 Tolleston, Ind.—L. U. 1117, C. Banta.
 Thompsonville, Conn.—Arthur Rochette.
 Toronto, Ont., Can.—R. J. Nichols, Labor Temple, 167 Church st.
 Trenton, N. J.—Geo. W. Adams, 653 S. Olden avenue.
 Three Rivers, Que., Can.—J. I. Gelivas, 18 Cooke st.
 Tri-City, Ill. (Moline, Davenport and Rock Island)—J. P. J. Carlsons, 1320 38th st., Industrial Bldg., Rock Island.
 Troy, N. Y.—J. G. Wilson, Box 65.
 Tuxedo, N. Y.—Frank Conklin, Sloatsburg, N. Y.
 Tulsa, Okla.—W. E. Orr, 166A, W. 2nd st.
 Twin City, D. C., St. Paul, Minn.—St. Paul, W. F. Martin, Secretary-Treasurer, 1921 University ave.; Nels Nelson, B. A., 123 17th st., North Minneapolis. Minneapolis Local No. 7, Andrew Leaf, 4012 Aldrich ave., South Minneapolis; Minneapolis Local No. 1568, Chas. Fischer, 3519 15th ave., South Minneapolis. St. Paul; Local No. 87, John S. La-Brec, 450 South Warwick ave.; St. Paul Local No. 1868, O. D. Reisinger, 1205 Beech st.
 Twin Falls, Idaho—F. Olsen, 273 Addison ave., E.
 Union City, Tenn.—G. E. Fields.
 Utica, N. Y.—C. E. Hall, 1419 Taylor ave.
 Vancouver, B. C.—Hugh J. McEwen, Room 209 Labor Temple.
 Waco, Texas—S. E. Stewart, 1320 S. 12th.
 Walla Walla, Wash.—C. R. Nelson, 633 N. 7th street.
 Wallingford, Conn.—Wm. Stevens, Box 141.
 Walsenburg, Colo.—H. E. Robart.
 Washington, D. C.—Geo. Myers, 425 G st., N. W.
 Waterloo, Ia.—H. J. Amos, 115 Randolph st.
 Waxahachie, Texas—J. W. Fox, 307 Lake Park avenue.
 West Chester, Pa.—Oscar Speakman.
 Westfield, Mass.—Edward J. Taggart, Coatize street.
 West Palm Beach, Fla.—J. D. Argyle, 502 Hibiscus ave.
 Wellsburg, W. Va.—J. H. Phillips, Box 542, Fallansbee, W. Va.
 Wheeling, W. Va.—E. J. Weekly, Majority Grove st.
 Wheaton, Ill.—G. C. Ottens, 115 N. Main st.
 White Plains, N. Y.—Emil W. Burgess, 35 Grove st.
 Wichita, Kan.—Oscar C. Schaar, 730 Antler st.
 Wilkes-Barre, Pa., Wyoming Valley D. C.—M. E. Sanders, Room 69, Simon Long Bldg.
 Wilmington, N. C.—C. W. Stewart, Box 1051.
 Wilmington, Del.—John H. Hickey, 1225 W. 4th st.
 Winona, Minn.—N. Grathue, 227 Market st.
 Winnipeg, Man., Can.—Wm. Hammond, Labor Temple, James st.
 Woonsocket, R. I.—E. J. Desmarais, 135 4th avenue.
 Worcester, Mass.—Bernard A. Sundin, 20 Madison st.
 Wyandotte, Mich., Chas. H. Renner, 80 Plum street.

Yonkers, N. Y.—B. B. Hicks, 20 Portland Pl.
 Youngstown, Ohio—G. J. Grubb, 259 W. Federal street.

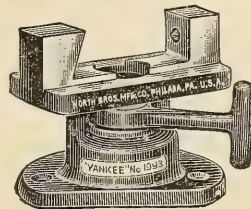
Bench Vise With Swivel Base

The North Brothers Manufacturing Company, of Philadelphia, Pa., makers of the well-known "Yankee" brand of tools, have placed upon the market a new and improved "Yankee"



bench vise, No. 993, with swivel base. The accompanying illustration shows the vise mounted on swivel base for use on bench, and its upper part (No. 993) quickly detachable for use on drill press, shaper, etc., and putting back again on swivel base.

This is an entirely new feature in vises, and one that will be quickly appreciated by tool-makers and machinists, where work can be rigidly held in a vise that can be used either on bench or machine. This unique feature makes it useful and desirable, no matter what other vises may be used in the shop. The swivel base, on which the No. 993 "Yankee" vise is mounted, is easily and firmly locked or released by a short movement of lever on one side. The base is $4\frac{1}{2}$ inches in diameter, has three bosses on under side to give a level bearing on bench. The upper part of swivel has a taper piece to receive taper end of sliding jaw with set screw in one end to force tapers into position, thus clamping vise and base perfectly rigid. The new vise itself is similar in design to the "Yankee" vise No. 990, but of larger



capacity, and for use in holding work to be machined. It can be used not only on base, but on either side or even on end. The body and sliding jaw are of cast iron, with hardened steel faces. The sliding jaw extends through slot one inch wide in body of vise in one piece, fitted with two steel keys in the same, thus securing parallel movement, and so constructed to cause little wear. The screw is of steel $\frac{5}{8}$ inch diameter. The head on end is 13-16 inch diameter to receive sliding bar, made of 5-16 inch diameter steel and is $4\frac{1}{2}$ inches long. A hardened steel block is provided with V shaped grooves of various sizes for holding round or irregular shaped work in drilling, shaping, etc. Jaws of vise are $2\frac{3}{4}$ inches wide, $1\frac{1}{4}$ inches deep and open $3\frac{1}{2}$ inches. Extreme height with swivel base is $5\frac{1}{4}$ inches, extreme length over all, $8\frac{3}{4}$ inches. Weight of vise and swivel base, 13 lbs. 6 oz.

The Carpenter

If He Digs

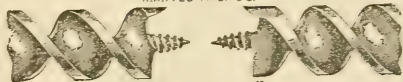
He wanted a job, and like every one else,
 He wanted a good one, you know;
 Where his clothes would not soil and his
 hands would keep clean,
 And the salary mustn't be low.
 He asked for a pen, but they gave him a
 spade,
 And he half turned away with a shrug,
 But he altered his mind, and seizing the spade
 —he dug.
 He worked with a will that is bound to suc-
 ceed,
 And the months and the years went along,
 The way, it was rough, and the labor was
 hard,
 But his heart he kept filled with a song,
 Some jeered him and sneered at the task, but
 he plugged
 Just as hard as he ever could plug;
 Their words never seemed to disturb him a
 bit—as he dug.
 The day came at last when they called for the
 spade,
 And gave him a pen in its place,
 The joy of achievement was sweet to his taste,
 And victory shown on his face.
 We can't always get what we hope for at first,
 Success cuts many queer jigs;
 But one thing is sure—a man will succeed—
 if he digs!

—Lewis E. Thayer.

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The Mollusc.

"The stenographer is leaving us to
 get married, sir."

"That makes five we've lost in the
 last two years by the matrimony route,
 doesn't it?"

"Yes, sir."

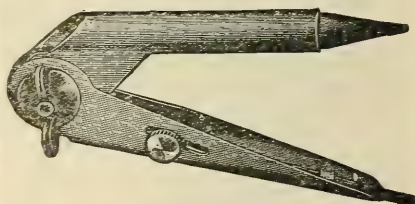
"Then hire a male stenographer this
 time. When he gets married he'll be
 darn glad to hang on to his job."—De-
 troit Free Press.

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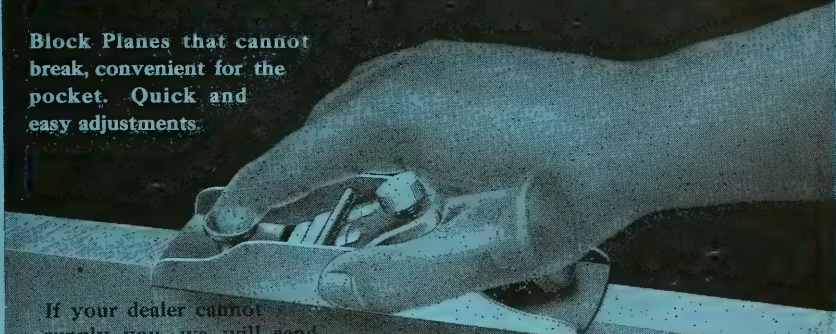
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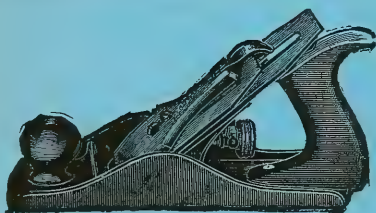
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A Monthly Journal for Carpenters, Stair Builders, Machine Wood Workers,
Planing Mill Men, and Kindred Industries.

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INDIANAPOLIS, AUGUST 1915

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Ten Cents a Copy

SUPPLEMENT *to the* AUGUST ISSUE



VALUABLE INFORMATION

by

FRANK DUFFY, *Gen'l Secretary*

The following information is valuable to our members everywhere. It gives a list of our Local Unions in numerical order, showing location, meeting place, meeting night, hours of work per day, wages paid, Saturday half-holiday and whether work is done under an agreement with employers. Some of our Local Unions have not filled out the blanks sent them for that purpose and in such cases we cannot give the data required.

NINETEEN HUNDRED AND FIFTEEN

L. U. No.	CITY AND STATE	MEETING PLACE	Meeting Night	Hours	Wages	Sat. ¹ / ₂ Hol.	Agree- ment
1	Chicago, Ill.	20 W. Randolph St.	Tuesday	8	5.60	Yes	Yes
2	Cincinnati, Ohio	Carpenters' Bldg.	Tuesday	8	4.40	Yes	Yes
3	Wheeling, W. Va.	Ohio Valley Trades and Labor Hall	Friday	8	4.00	Yes	Yes
4	Davenport, Iowa	Turners' Hall	1-3 Fri.	8	4.40	Yes	Yes
5	St. Louis, Mo.	Cor. 9th and Lami Sts.	Saturday	8	5.00	Yes	No
6	Amsterdam, N. Y.	Carpenters' Hall	Monday	8	3.60	Yes	No
7	Minneapolis, Minn.	Union Temple, 26 Wash. Ave., South	Friday	8	4.00	Part	Part
8	Philadelphia, Pa.	Broad and Cherry Sts.	Monday	8	4.40	Yes	Yes
9	Buffalo, N. Y.	385 Ellicott St.	Thursday	8	4.00	3-Mo	Yes
10	Chicago, Ill.	4358 State St.	Wed.	8	5.60	Yes	Yes
11	Cleveland, Ohio	1120 Prospect Ave.	Tuesday	8	4.40	Yes	No
12	Brooklyn, N. Y.	Labor Lyceum	Monday	8	4.50	Yes	No
13	Chicago, Ill.	201 S. Halsted St.	Wed.	8	5.60	Yes	Yes
14	San Antonio, Texas	114½ Alamo St., South	Tuesday	8	3.60	No	No
15	Philadelphia, Pa.	1301 Arch St.	Wed.	8	4.40	Yes	Yes
16	Springfield, Ill.	7th and Adams Sts.	Monday	8-9	to 4.40	Yes	No
17	Bellaire, Ohio	I. O. O. F. Building	1-3 Thurs.	8	4.00	Yes	No
18	Hamilton, Ont., Can.	Labor Hall	1-3-5 Tues.	8	3.20	Yes	No
19	Detroit, Mich.	Cor. Cass and High Sts.	Friday	8	4.00	Yes	No
20	Camden, N. J.	Broadway and Washington Sts.	Friday	8	4.40	Yes	Yes
21	Chicago, Ill.	1346 Oregon Ave.	Tuesday	8	5.60	Yes	Yes
22	San Francisco, Cal.	Building Trades Temple	Friday	8	5.00	Yes	No
23	Worcester, Mass.	20 Madison St.	Friday	8	3.82	Yes	No
24	Batavia, N. Y.	C. L. U. Hall	1-3 Friday	8	2.50	No	Yes
25	Toledo, Ohio	314 Cherry St.	Wed.	8	3.80	Yes	No
26	Syracuse, N. Y.	134 Onondaya St.	Tuesday	8	4.00	Yes	Yes
27	Toronto, Ont., Can.	Labor Temple	1-3 Tues.	8	3.60	Yes	No
28	Missoula, Mont.	Union Hall	2-4 Fri.	8	5.00	Yes	No
29	Baltimore, Md.	Carpenters' Hall	Monday	8	3.50	Yes	No
30	New London, Conn.	Carpenters' Hall	Thursday	8	3.50	No	No
31	Trenton, N. J.	Cor. Broad and Front St.	Monday	8	4.00	Yes	No
32	Brooklyn, N. Y.	Labor Lyceum	Friday	8	4.50	Yes	No
33	Boston, Mass.						
34	Long Island City, N. Y.	10th and Grand Ave.	Monday	8	4.50	Yes	Yes
35	San Rafael, Cal.	Masonic Hall	Tuesday	8	5.00	Yes	No
36	Oakland, Cal.	Carpenters' Hall	Wed.	8	5.00	Yes	No
37	Shamokin, Pa.	P. O. S. of A. Bldg.	Thurs.	9	3.33	No	Yes
38	St. Catharines, Ont., Can.	Carpenters' Hall	Friday	8	3.44	Yes	No
39	Cleveland, Ohio	Broadway and Mead St.	2-4 Mon.	8	4.40	Yes	Yes
40	Kingsbridge, N. Y.						
41	Nashville, Tenn.	Carpenters' Hall	Monday	8	3.20	No	No
42	San Francisco, Cal.	Building Trades Temple	Tuesday	8	3.25	No	No
43	Hartford, Conn.	Socialist Hall	Thurs.	8	4.00	Yes	No
44	Champaign and Urbana, Ill.	Nelson's Hall	Friday	8	4.00	No	No
45	St. Louis, Mo.	17th and Cass Ave.	Friday	8	5.00	Yes	Yes
46	Sault Ste Marie, Mich.						
47	St. Louis, Mo.	1023 Locust Locust St.	Saturday	8	5.00	Yes	No
48	New York, N. Y.	100 W. 116th St.	Monday	8	5.00	Yes	No
49	Lowell, Mass.	Runels Bldg.	Tuesday	8	3.60		
50	Portland, Oregon	Grand Ave. and E. Pine St.	Tuesday	8	4.00	Yes	No
52	Charleston, S. Car.						
53	White Plains, N. Y.	Jr. O. U. A. M. Hall	2-4 Wed.	8	4.50	Yes	No
54	Chicago, Ill.	3900 W. 26th St.	1-3 Sun.	8	5.60	Yes	Yes
55	Denver, Colo.	1947 Stout St.	Monday	8	4.80	Yes	No
56	New York, N. Y.						
57	Irrington, N. J.	Drakes Hall	1-3 Tues.	8	4.00	Yes	No
58	Chicago, Ill.						
59	Lancaster, Pa.	22 S. Queen St.	Friday	9	3.24	Yes	No
60	Indianapolis, Ind.	Columbia Hall	Saturday	8	4.40	Yes	Yes
61	Kansas City, Mo.	Labor Temple	Thursday	8	5.20		
62	Chicago, Ill.	6414 S. Halsted St.	Tuesday	8	5.60	Yes	Yes
63	Bloomington, Ill.	204 W. Front St.	Friday	8	4.00	No	No
64	Louisville, Ky.	I. O. O. F. Hall	Monday	8	3.60	Yes	Yes
65	Perth Amboy, N. J.	31 Smith St.	2-4 Monday	8	4.00	Yes	Yes
66	Jamestown, N. Y.	C. L. U. Hall	Friday	8	3.50	No	Yes
67	Roxbury, Mass.	184 Dudley St.	Wed.	8	4.56		
68	Menominee, Wis.	Cor. Main and Broadway	2-last Sat.	9	3.25	No	No
69	Columbia, S. C.						
70	Chicago, Ill.	37th Place and Cal. Ave.	Friday	8	5.60	Yes	Yes
71	Fort Smith, Ark.	Labor Temple	Tuesday	8	4.00	No	No
72	Rochester, N. Y.	100 Reynolds Arcade	Monday	8	4.00	Yes	Yes
73	St. Louis, Mo.	Fraternal Bldg.	Monday	8	5.00	Yes	No
74	Chattanooga, Tenn.	Cor. 8th and Cherry Sts.	Thursday	8	2.80	No	No
75	Indianapolis, Ind.	Cosmos Castle	Thursday	8	4.40	Yes	Yes
76	Port Chester, N. Y.	Carpenters' Hall	Thursday	8	4.25	Yes	No
77	Troy, N. Y.	Labor Temple Hall	2-last Mon.	8	4.00	Yes	Yes
79	New Haven, Conn.	117½ Court St.	Monday	8	4.00	Yes	No
80	Chicago, Ill.	4039 Madison St.	Monday	8	5.60	Yes	Yes
82	Haverhill, Mass.	No. 2. Gilman Place	Tuesday	8	3.84	Yes	Yes
83	Halifax, N. S., Can.	14 Granville St.	1-3 Tues.	9	3.15	No	No
84	Akron, Ohio	Carpenters' Hall	Wed.	9	4.05	No	No
85	Red Wing, Minn.	Union Hall	4th Mon.	9	3.60	No	No
86	St. Louis, Mo.	7800 S. Broadway	1-3 Mon.	8	4.00		
87	St. Paul, Minn.	Trades Union Hall	Tuesday	8	4.00	No	No
88	Anaconda, Mont.	Carpenters' Hall	Saturday	8	to 5.50	No	Part

L. U. No.	CITY AND STATE	MEETING PLACE	Meeting Night	Hours	Wages	Sat. $\frac{1}{2}$ Hol.	Agree- ment
89	Mobile, Ala.	69 St. Michael St.	Monday	9	3.15	No	No
90	Evansville, Ind.	Cor. 5th and Main	Wed.	8	3.60	Yes	Yes
91	Racine, Wis.	Union Hall	Thursday	8	4.40	Yes	Yes
92	Mobile, Ala.	N. St. Louis St.	1st Tues.	9	3.15	Yes	No
93	Ottawa, Ont., Can.	Monument National Hall	Thursday	9	3.60	Yes	No
94	Providence, R. I.	152 Weybossett St.	Wed.	8	4.00	Yes	Yes
95	San Francisco, Cal.	1524 Powell St.	Monday	8	5.00	Yes	No
96	Springfield, Mass.	C. L. U. Hall	Thursday	8	4.00	Yes	Yes
97	New Britain, Conn.	34 Church St.	Wed.	8	3.28		
98	Spokane, Wash.	9 Madison St.	Friday	8	4.50	Yes	No
99	Coboes, N. Y.	77 Remsen St.	2-4 Mon.	8	4.00	Yes	Yes
100	Muskegon, Mich.	G. A. R. Hall	Tuesday	8	3.60	No	No
101	Oneonta, N. Y.						
102	Franklin, Mass.						
103	Birmingham, Ala.	Bricklayers' Hall	Monday	8	3.60	No	No
104	Dayton, Ohio	25 N. Main St.	Tuesday	8	4.00	Yes	Part
105	Cleveland, Ohio						
106	Des Moines, Iowa	106 W. 6th St.	Tuesday	8	4.40	Yes	Yes
107	Pensacola, Fla.	Gregory and Coyle Sts.	2-4 Mon.	9	2.00	No	No
108	St. Hyacinthe, Que., Can.	173 Gironard St.	Monday	10	2.25	No	No
109	Brooklyn, N. Y.	Columbia Hall	Monday	8	4.50	Yes	Yes
110	St. Joseph, Mo.	6th and Edward Sts.	Wed.	8	4.00	No	No
111	Lawrence, Mass.	Franco-American Hall	Friday	8	3.82	Yes	No
112	Butte, Mont.	Carpenters' Hall	Thursday	8	4.50	Yes	No
113	Chesterton, Ind.	Forresters' Hall	1-3 Mon.	8	4.00	Yes	
114	Sulphur Springs, Texas	Carpenters' Hall	Friday	8	3.20	No	No
115	Bridgeport, Conn.	1119 Broad St.	Tuesday	8	3.75	Yes	No
116	Bay City, Mich.	Central Trades Council Hall	Monday	8	3.60	Yes	No
117	Albany, N. Y.	Beaver Block	2-4 Mon.	8	4.00	Yes	No
118	Jersey City, N. J.	642 Newark Ave.	1-3 Thurs.	9	2.75	Yes	No
119	Newark, N. J.	28-30 E. Park St.	Monday	8	4.00		
120	Newark, N. J.						
121	Bridgeton, N. J.	3 S. Laurel St.	Monday	8	3.00		
122	Philadelphia, Pa.	4416 Germantown Ave.	Tuesday	8	4.40	Yes	Yes
123	San Francisco, Cal.						
124	Bradford, Pa.	22 Main St.	Thursday	8	3.00	No	No
125	Utica, N. Y.	Labor Temple	Wed.	8	4.00	Yes	No
126	Brooklyn, N. Y.	Assembly Hall	Monday	8	4.50	Yes	
127	Derby, Conn.	Labor Hall	1-3 Tues.	8	3.55	Yes	No
128	Whitestone, N. Y.						
129	Hazleton, Pa.	Union Hall	Friday	8	3.42	No	Yes
130	Teague, Texas	K. of P. Hall	Monday	8	4.00		
131	Seattle, Wash.	1620 4th Ave.	Tuesday	8	4.50	Yes	No
132	Washington, D. C.	125 G St., N. W.	Friday	8	4.40	Yes	No
133	Terre Haute, Ind.	624½ Wabash Ave.	Thursday	8	4.00	Yes	Yes
134	Montreal, Que., Can.	417 Ontario, East	Monday	9	4.05	Yes	Yes
135	Allentown, Pa.	714 Hamilton St.	Monday	9	3.15	Yes	Part
136	Newark, Ohio	Red Men's Hall	2-4 Mon.	9	4.05		
137	Norwich, Conn.	252 Main St.	Monday	8	3.44	Yes	Yes
138	New York, N. Y.						
139	Jersey City, N. J.	582 West Side Ave.	Thursday	8	4.50	Yes	No
140	O'Fallon, Ill.	Keil's Hall	1-3 Tues.	8	4.00	No	No
141	Chicago, Ill.	Cottage Grove and S. Chi- cago Aves.	Tuesday	8	5.60	Yes	Yes
142	Pittsburgh, Pa.	402 6th Ave.	Wed.	8	5.00	Yes	Yes
143	Canton, Ohio	Market and 2nd Sts., S. E.	Monday	8	2.70		
144	Macon, Ga.	224½ Cotton Ave.	Monday	9		No	No
145	Sayre, Pa.	E. O. S. of A. Hall	2-4 Wed.	8	3.00	No	No
146	Schenectady, N. Y.	Trades Assembly Hall	Monday	8	4.00	Yes	No
147	Brooklyn, N. Y.	531 Blake Ave.	Monday	8	4.50		
148	Newark, N. J.	704-708 S. 14th St.	Monday	8	4.00		
149	Irvington, N. Y.	Gilligan's Hall	1-3 Wed.	8	4.00	Yes	No
150	Plymouth, Pa.	Zakalum Hall	Friday	8	3.40	No	Yes
151	Long Branch, N. J.						
152	Memphis, Tenn.	Masonic Hall	Wed.	8	4.00		
153	Helena, Mont.	Cruse Hall	2-4 Thurs.	8	5.00	No	No
154	Kewanee, Ill.	Baker's Hall	1-3 Mond.	8	4.00	No	Yes
155	Plainfield, N. J.	222 W. Front St.	2-4 Wed.	8	4.00	Yes	No
156	Staunton, Ill.	Tuefert's Hall	1-3 Thurs.	8	4.40	No	No
157	Jersey City, N. J.	642 Newark Ave.	1-3 Tues.	8	4.50	Yes	No
158	Los Angeles, Cal.	540 Maple Ave.	Tuesday	8	4.00	No	No
159	Charleston, S. C.	Y. M. C. A. Bldg.	2-4 Tues.	9	3.00	No	No
160	Philadelphia, Pa.	5 N. 39th St.	Tuesday	8	4.40	Yes	Yes
161	Kenosha, Wis.	Carpenters' Hall	Thursday	8	4.80		
162	San Mateo, Cal.	I. O. O. F. Hall	Tuesday	8	5.00		
163	Peekskill, N. Y.	Cor. Div. and Main	2-4 Tues.	8	3.60		
164	Pittsburgh, Pa.						
165	Pittsburgh, Pa.	Geyer's Hall	Monday	8	5.00	Yes	Yes
166	Rock Island, Ill.	Industrial Home Bldg.	1-3 Mond.	8	4.40	Yes	Yes
167	Elizabeth, N. J.	709 Elizabeth Ave.	Monday	8	4.00	Yes	No
168	Kansas City, Kan.	741 Minnesota Ave.	Monday	8	5.20	Yes	Yes
169	East St. Louis, Ill.	Carpenters' Temple	Wed.	8	5.00	Yes	No
170	Bridgeport, Ohio	Heinlein's Hall	1-3 Wed.	8	4.00	Part	Yes
171	Youngstown, Ohio	259 W. Federal St.	Thursday	8	4.00	No	No
172	Westchester, N. Y.	4215 3rd Ave.	Monday	8	4.50	Yes	No
173	Munising, Mich.	Caskanetts Hall	1-3 Wed.	9	3.60	No	No
174	Joliet, Ill.	Joliet and Jefferson Sts.	Tuesday	8	4.40	No	Yes
175	Brooklyn, N. Y.	1117 Broadway	Monday	8	4.50	Yes	Yes
176	Newport, R. I.	Carpenters' Hall	Monday	8	4.32	Yes	Yes
177	Springfield, Mass.	C. L. U. Hall	Friday	8	4.00		
178	Montreal, Que., Can.						

L. U. No.	CITY AND STATE	MEETING PLACE	Meeting Night	Hours	Wages	Sat. $\frac{1}{2}$ Hol.	Agree- ment
179	Rochester, N. Y.	100 Reynolds Arcade	Wed.	8	4.00	Yes	Yes
180	Vallejo, Cal.	Labor Hall	Thursday	8	5.00	Yes	No
181	Chicago, Ill.	2040 W. North Ave.	Monday	8	5.60	Yes	Yes
182	Cleveland, Ohio	2358 Ontario St.	1-2 Mon.	8	4.40	Yes	No
183	Peoria, Ill.	109-11 S. Adams	Thursday	8	4.80	Yes	Yes
184	Salt Lake City, Utah	Labor Temple	Wed.	8	5.00	Yes	No
185	Falls Creek, Pa.	I. O. O. F. Hall	1-3 Mon.	8	3.60	No	No
186	Steubenville, Ohio	Cor. 4th and Market Sts.	Monday	8	4.40	No	Yes
187	Steubenville, Ohio						
188	Milwaukee, Wis.	Teutonia Hall	1-3 Thurs.	8	4.00	Yes	No
189	Quincy, Ill.	Labor Temple	2-4 Thurs.	8	4.00	No	Yes
190	Klannath Falls, Oregon	Noman's Library Hall	1-3 Wed.	8	4.00	No	No
191	York, Pa.	Moul Building	Monday	9	2.25	No	No
192	Syracuse, N. Y.	Armabuster's Hall	2-4 Wed.	8	4.00	Yes	Yes
193	North Adams, Mass.	Dowlin Block	Wed.	8	3.50		
194	Alameda, Cal.	Eureka Hall	1-3 Friday	8	5.00	Yes	No
195	Peru, Ill.	Cor. 4th and Pike Sts.	2-4 Sat.	8	4.00	No	Yes
196	Greenwich, Conn.	I. O. O. F. Hall	Monday	8	4.25	Yes	Yes
197	Sherman, Texas	Carpenters' Hall	Monday	8	4.00	No	No
198	Dallas, Texas	1705 $\frac{1}{2}$ Main St.	Monday	8	4.80		
199	Chicago, Ill.	3101 E. 92nd St.	Monday	8	5.60	Yes	Yes
200	Columbus, Ohio	261 S. High St.	Thursday	8	4.00	No	No
201	Wichita, Kan.	121 N. Market St.	Thursday	8	3.50	No	No
202	Pittsburgh, Pa.	120 Sheridan St.	Thursday	8	5.00	Yes	Yes
203	Poughkeepsie, N. Y.	255 Main St.	Tuesday	8	3.82	Yes	No
204	Coffeen, Ill.	K. of P. Hall	1-3 Sat.	8	2.50	No	No
205	Boyer City, Mich.						
206	New Castle, Pa.	Trades Assembly Hall	Thursday	8	4.00	No	Yes
207	Chester, Pa.	6th and Wale Sts.	Friday	8	3.60	Yes	Yes
208	Fort Worth, Texas	Labor Temple	Wed.	8	5.00		
209	Cincinnati, Ohio	Carpenters' Bldg.	Monday	8	4.40	Yes	Yes
210	Stamford, Conn.	Carpenters' Hall	Thursday	8	4.00	No	No
211	Pittsburgh, Pa.	107 Federal St., N. S.	Wed.	8	5.00	Yes	Yes
212	Hoosick Falls, N. Y.	G. A. R. Hall	1st Sat.	9	3.60	No	No
213	Houston, Texas	Carpenters' Hall	Friday	8	4.50	Yes	No
214	Brooklyn, N. Y.	949 Willoughby Ave.	1-3 Thurs.	8	3.10		
215	Lafayette, Ind.	Carpenters' Hall	Thursday	8	3.60		
216	Torrington, Conn.	Red Men's Hall	Wed.	8	3.00	No	No
217	Westerly, R. I.	Stillman Hall	1-3 Wed.	8	3.50	No	Yes
218	East Boston, Mass.	18 Central Square	Tuesday	8	4.56	Yes	Yes
219	New York, N. Y.	142 E. 59th St.	Monday	8	5.00		
220	Wallace, Ida.	Cor. 6th and Cedar Sts.	Tuesday	8	5.00	No	No
221	Naperville, Ill.	Becker's Hall	2nd Mon.	9	4.50		
222	Westfield, Mass.	C. L. U. Hall	1-3 Tues.	8	3.60	Yes	Yes
223	Fall River, Mass.	Talbot Block	Friday	8	3.52	Yes	Yes
224	Jacksonville, Fla.	North and Cedar Sts.	Monday	8	3.00		
225	Knoxville, Tenn.	Carpenters' Hall	Monday	9	2.70		
227	Rock Island, Ill.						
228	Pottsville, Pa.	Brewery Workers' Hall	Thursday	9	3.33	Yes	Yes
229	Glens Falls, N. Y.	Jacobson Hall	Thursday	8	3.60	No	No
230	Pittsburgh, Pa.	80 South 12th St.	Friday	8	5.00	Yes	Yes
231	Rochester, N. Y.	Reynolds Arcade	Thursday	8	3.00	Yes	Yes
232	Fort Wayne, Ind.	610 Calhoun St.	Thursday	9	4.27	Yes	Yes
233	West Chicago, Ill.	Woodmen's Hall	2nd Tues.	9	3.29	No	Yes
234	Thompsonville, Conn.	C. L. U. Hall	2-4 Mon.	8	3.28	Yes	No
235	Riverside, Cal.						
236	Clarksburg, W. Va.	Irwin Hall	Saturday	9	3.25	Yes	No
237	Allegheny City, Pa.	Spring Garden Ave. and Chestnut St.	1-3 Thurs.	8	5.00	Yes	Yes
238	Philadelphia, Pa.	Labor Lyceum	Friday	8	4.40	Yes	Yes
239	Easton, Pa.	Eagles' Hall	1-3 Thurs.	9	3.60	Yes	Yes
240	East Rochester, N. Y.	I. O. O. F. Hall	Tuesday	8	4.00		
241	Moline, Ill.	Industrial Home Bldg.	1-3 Tues.	8	4.40	Yes	Yes
242	Chicago, Ill.	5443 S. Ashland Ave.	Wed.	8	5.60	Yes	Yes
243	Tiffin, Ohio	C. L. U. Hall	1-3 Tues.	9	3.15	No	No
244	Grand Junction, Colo.	Y. M. C. A. Bldg.	1-3 Mon.	8	4.50	Yes	No
245	Cambridge, Ohio	Union Labor Hall	Thursday	8	3.25	No	No
246	New Brighton, Pa.	Martsoff Hall	2-4 Wed.	8	4.00	Yes	Yes
247	Brooklyn, N. Y.	443 Atlantic Ave.	Monday	8	4.50	Yes	Yes
248	St. Clairsville, Ohio						
249	Kingston, Ont. Can.	Anchor Bldg.	2-4 Mon.	8	3.00	No	Yes
250	Lake Forest, Ill.	Blackler Hall	1-3 Thurs.	8	5.60		
251	Kingston, N. Y.	635 Broadway	1-3 Friday	8	3.40	No	No
252	Oshkosh, Wis.	Trades and Labor Hall	1-3 Thurs.	9	3.60	No	No
253	Atlanta, Ga.	112 Trinity Ave.	Saturday	9	3.60	Yes	No
254	Pittsburgh, Pa.	Labor Temple	2-4 Thurs.	8	5.00	Yes	Yes
255	McKees Rocks, Pa.	Christian Hall	1-3 Friday	8	5.00	Yes	Yes
256	Savannah, Ga.						
257	St. Louis, Mo.	604 N. Leffingwell	Friday	8	5.00	Yes	No
258	Brooklyn, N. Y.	14 Howard Ave.	Monday	8	4.50	Yes	Yes
259	Jackson, Tenn.	Eagles' Hall	2-4 Friday	9	3.00		
260	Waterbury, Conn.	Labor Hall	Tuesday	8	3.50	Yes	No
261	Scranton, Pa.	123 Penn Goldman's Hall	Friday	8	3.60	No	Yes
262	San Jose, Cal.	Labor Temple	9	3.25	No	Yes	
263	Berwick, Pa.	Women's Relief Corps Hall	9	3.00	No	No	No
265	Hackensack, N. J.	I. O. O. F. Hall	Tuesday	8	3.60	Yes	No
266	Stockton, Cal.	19 N. Hunter St.	Tuesday	8	4.40	Yes	No
268	Sharon, Pa.	Carpenters' Hall	Tuesday	8	4.00	Part	No
269	Danville, Ill.	109 $\frac{1}{2}$ E. Main St.	Wed.	8	4.00	No	Yes
270	Moline, Ill.						
271	Chicago, Ill.	9442 Cottage Grove Ave.	1-3 Tues.	9	3.69		
272	Chicago Heights, Ill.	1649-51 Chicago Road	Tuesday	8	5.60		

L. U. No.	CITY AND STATE	MEETING PLACE	Meeting Night	Hours	Wages	Sat. & Hol.	Agree- ment
273	Yonkers, N. Y.	Cor. 2nd and Berry Sts.	Friday	8	3.60	No	Yes
274	Vincennes, Ind.	251 Washington St.	Tuesday	8	4.40	Yes	No
275	Newton, Mass.	408 W. Grand St.	Wed.	8	4.00	Yes	No
276	Oklahoma, Okla.	2054 Ridge Ave.	Wed.	8	4.40	Yes	Yes
277	Philadelphia, Pa.	Trades Assembly Hall	Monday	8	3.60	No	No
278	Watertown, N. Y.	443 N. 24th St.	Wed.	8	4.00	Yes	No
279	South Omaha, Neb.	I. O. O. F. Hall	4th Friday	8	3.60	No	No
280	Mt. Olive, Ill.	C. L. U. Hall, 77 State St.	Thursday	8	3.20	No	No
281	Binghamton, N. Y.	Turnpike Hall	2-4 Mon.	8	4.50	Yes	No
282	Jersey City, N. J.	Labor Hall	Monday	8	3.00		
283	Augusta, Ga.	C. L. U. Hall	Tuesday	8	3.60	No	Yes
284	Erie, Pa.	Carpenters' Hall	Wed.	8	5.00	No	No
286	Great Falls, Mont.	Cor. 4th and Walnut St.	Thursday	9	3.00	No	No
287	Harrisburg, Pa.						
288	Homestead, Pa.						
289	Lockport, N. Y.	34 Main St.	Tuesday	8	3.60	No	No
290	Lake Geneva, Wis.	Horticultural Hall	2-4 Mon.	8	4.00	No	No
291	Brooklyn, N. Y.	949 Willoughby Ave.	Monday	8	4.50	Yes	Yes
292	Shawnee, Okla.	Whittaker Bldg.	Tuesday	8	4.00	No	No
293	Canton, Ill.	Cigarmakers' Hall	Tuesday	8	4.00	Yes	Yes
294	East Palestine, Ohio						
295	Collinsville, Ill.	Eagles' Hall	2-last Fri.	8	4.80	Yes	No
296	Ensley, Ala.	I. O. O. F. Hall	Friday	8	2.80		
297	Kalamazoo, Mich.	Trades Council Hall	1-3 Thurs.	9	3.15	No	No
298	Commerce, Texas	B. of L. E. Hall	Tuesday				
299	West Hoboken, N. J.	Spring and Monastery Sts.	Tuesday	8	4.50	Yes	No
300	Austin, Texas	Trades Council Hall	Wed.	8	4.00	No	No
301	Newburgh, N. Y.	124 Broadway	Monday	8	3.44	No	No
302	Huntington, W. Va.	Moose Hall	Wed.	8	3.60	No	Yes
303	Detroit, Mich.	Schiller Hall	1-3-5 Fri.	8	4.00		
304	San Francisco, Cal.	112 Valencia St.	Monday	8	5.00	Yes	No
305	Millville, N. J.	Opera House Block	Tuesday	8	3.25	No	No
306	Newark, N. J.	838 Broad St.	Wed.	8	4.00	Yes	No
307	Winona, Minn.	Labor Temple	1-3 Fri.	8	3.60	No	Yes
308	Cedar Rapids, Iowa	Ben Hur Hall	Monday	8	4.40		
309	New York, N. Y.	Labor Temple, 245 E. 84th St.	Tuesday	8	4.00	Yes	Yes
310	Norwich, N. Y.	Trades Assembly Hall	Thursday	9	3.15	No	No
311	Joplin, Mo.	424 Main St.	Tuesday	8	4.00	No	No
312	Petzburg, N. J.						
313	Pullman, Wash.						
314	Madison, Wis.	21 W. Main St.	2-4 Wed.	8	3.60	No	Yes
315	Boone, Iowa	Labor Hall	2-4 Mon.	8	4.00	Yes	No
316	San Jose, Cal.	72 N. Second St.	Tuesday	8	5.00	Yes	No
317	Raleigh, Ill.	Dr. Glascock's office	1-3 Wed.	8	3.60		
319	Roanoke, Va.	I. O. O. F. Hall	Friday	9	2.50		
320	Westfield, N. J.	Masonic Hall	2-4 Thurs.	8	4.00		
321	Connellsville, Pa.	Munson's Hall	2-4 Tues.	8	3.20		
322	Niagara Falls, N. Y.	2207 Main St.	Tuesday	8	4.00	3 Mo.	Yes
323	Beacon, N. Y.	Norton Hall	1-3 Tues.	8	3.28	Yes	Yes
324	Woodside, L. I., N. Y.	31 Greenpoint Ave.	1-3 Mon.	8	4.50	Yes	Yes
325	Paterson, N. J.	359 Van Houten St.	Wed.	8	3.80	Yes	No
326	New York, N. Y.	403 W. 36th St.	Monday	8	5.00	Yes	No
328	East Liverpool, Ohio	Fowlers Hall	Thursday	8	4.00	No	Yes
329	Baltimore, Md.	Park Ave. and Fayette St.	Thursday	8	3.50	Yes	No
330	Roselle, N. J.	Forresters' Hall	1-3-5 Mon.	8	4.00	Yes	No
331	Norfolk, Va.	I. O. O. F. Hall	Tuesday	8	3.50	No	No
332	Waxahachie, Texas	Woodmen's Hall	Monday	8	4.00	No	No
333	New Kensington, Pa.	K. of P. Bldg.	Thursday	8	4.50		
334	Saginaw, Mich.	K. O. T. M. Hall, N. S.	Monday	8	3.60	Yes	No
335	Grand Rapids, Mich.	No. 7 Oakes, Cor. Division	Wed.	8	3.20	No	No
336	La Salle, Ill.	959 9th St.	1-3 Fri.	8	4.40	No	Yes
337	Whitesboro, N. Y.	Victor Hall	1-2 Tues.	8	4.00	Yes	Yes
338	Seattle, Wash.	Labor Temple	2-4 Mon.	9	3.25	No	No
339	Clark Summit, Pa.	Malta Hall	Wed.	8	3.00	No	Yes
340	Hagerstown, Md.	Moose Hall	Monday	9	2.50		
341	Chicago, Ill.	1434-40 Emma St.	Thursday	9	3.60		
342	Pawtucket, R. I.	Carpenters' Hall	Thursday	8	3.60	Yes	No
343	Winnipeg, Man. Can.	Trades Hall, James St.	Friday	9	4.95	Yes	No
344	Waukesha, Wis.	Brewery Workers' Hall	1st Fri.	9	3.60	No	No
345	Memphis, Tenn.	Carpenters' Hall	Friday	8	4.00	Yes	Part
346	Dayton, Ohio	Cor. Henry St. and Xenia Ave.	2nd Wed.			Yes	No
347	Mattoon, Ill.	I. O. O. F. Bldg.	Monday	9	4.05	No	Yes
348	Waterville, Me.	Burleigh Hall	Friday	8	3.00	No	No
349	East Orange, N. J.	249 Main St.	Thursday	8	4.00		
350	New Rochelle, N. Y.	Irish Benevolent Hall	Monday	8	4.50	Yes	No
351	Northampton, Mass.	K. of C. Hall	1-3 Fri.	8	3.60	Yes	Yes
352	Anderson, Ind.	738 Main St.	Tuesday	8	3.60	Yes	No
353	Crosby, Minn.	Le Blane's Residence	Last Sun.	10	4.00	No	No
354	Gilroy, Cal.	Johnsons' Hall	2-4 Wed.	8	4.00	No	No
355	Buffalo, N. Y.	1237 Genesee St.	Tuesday	8	4.00		
356	Marietta, Ohio	Labor Hall, Front St.	Tuesday	8	4.00	No	No
357	Islip, L. I., N. Y.	Carpenters' Hall	1-3 Sat.	8	3.50		
358	Tipton, Ind.	Times Building	Wed.	9	3.60	No	No
359	Philadelphia, Pa.	1108 Arch St.	Wed.	9	3.42	Yes	Yes
360	Galesburg, Ill.	Trades Assembly Hall	Tuesday	8	4.40	No	Yes
361	Duluth, Minn.	Rowley Hall	Tuesday	8	3.80	No	Vbl.
362	Pueblo, Colo.	117½ S. Main St.	Friday	8	4.40	Yes	No
363	Elgin, Ill.						
364	Council Bluffs, Iowa	Danish Hall	Thursday	8	4.40	Yes	No
365	Marion, Ind.	Trades Council Hall	Tuesday	8	3.20	No	No

L. U. No.	CITY AND STATE	MEETING PLACE	Meeting Night	Hours	Wages	Sat. $\frac{1}{2}$ Hol.	Agree- ment
366	Sand Point, Idaho						
367	Centralia, Ill.	I. O. O. F. Hall	1-3 Tues.	8	4.00	No	Yes
369	North Tonawanda, N. Y.	Gibbon's Hall	Wed.	8	3.60	No	No
370	Lenox, Mass.	Town Hall	1-3 Tues.	8	3.56	Yes	No
371	Denison, Texas						
372	Lima, Ohio	Cor. High and Main Sts.	Thursday	9	3.15	No	No
373	Fort Madison, Iowa						
374	Buffalo, N. Y.	Colonial Hall	Friday	8	4.00	3 Mo.	Yes
375	New York, N. Y.	243-47 East 84th St.	Tuesday	8	4.50	Yes	No
376	Jasonville, Ind.	Williams' Hall	Monday	9	4.05	No	Yes
377	Alton, Ill.	Labor Hall	2-4 Mon.	8	4.40	No	No
378	Edwardsville, Ill.	Bohn Bldg.	1-3 Wed.	8	4.40	Yes	Yes
379	Texarkana, Texas						
380	Herkimer, N. Y.	Van Alstine Block	Monday	8	3.60	No	Yes
381	Brooklyn, N. Y.	15 McDougal St.	Monday	8	4.50	Yes	Yes
382	Middleport, N. Y.	I. O. O. F. Hall	1-3 Fri.	8	2.50		
383	Bayonne, N. J.	Peoples' Hall	Monday	8	4.50		
384	Asheville, N. C.	19½ Biltmore Ave.	Wed.	8	2.80	No	No
385	Quincy, Mass.	Poland Hall, Norfolk Downs	1-3 Tues. Tuesday	8 8	4.00 4.42	Yes	Yes
386	Dorchester, Mass.	Robinson's Hall	Tuesday	8	4.42	Yes	Yes
387	New York, N. Y.	412 E. 158th St.	Monday	8	5.00	Yes	Yes
388	Richmond, Va.	Labor Temple	Tuesday	8 ¹	3.00	Yes	No
389	Tuxedo, N. Y.	Association Hall	Monday	8 ¹	4.00	Yes	Yes
390	Holyoke, Mass.	National Hall	Thursday	8	4.00	Yes	Yes
391	Hoboken, N. J.	501 Washington St.	2-4 Mon.	8	4.50	Yes	Yes
392	Beaumont, Texas	Trades Assembly Hall	Saturday	8	4.00		
394	Boston, Mass.	1208 Tremont St.	2-4 Mon.	8 ¹	3.00	Yes	Yes
395	Adams, Mass.	Past Time Club Rooms	Tuesday	8 ¹	3.50	No	No
396	Newport News, Va.	Labor Temple	Monday	8 ¹	3.25	No	Yes
397	Hillsboro, Texas	W. O. W. Hall	Wed.	8	3.60	No	No
398	Lewiston, Ida.	Adams Block	Friday	8	4.50	No	No
399	Phillipsburg, N. J.	Eagles' Hall	2-4 Thurs.	8	3.60	Yes	Yes
400	Hudson, Mass.	Hurburts' Hall	2-4 Tues.	8	3.00	No	No
401	Pittston, Pa.	Labor Temple	Friday	8	3.40	No	Yes
402	Pittsburgh, Pa.	80 S. 12th St., S. S.	1-3 Wed.	8	5.00		
403	Alexandria, La.						
404	Painesville, Ohio	A. O. H. Hall	2-last Wed.	9	3.60	No	No
405	Wellsville, Ohio	Cor. 9th and Main Sts.	1-3 Frid.	8	4.00	No	Yes
406	Bethlehem, Pa.	1st Natl. Bank Bldg. Main St.	2-4 Friday	9	3.00	No	No
407	Lewiston, Me.	31 Lisbon St.	Wed.	8	3.00	No	No
408	Worcester, Mass.	20 Madison St.	Thursday	8	3.82	Yes	No
409	New Canaan, Conn.	I. O. O. F. Hall	2-4 Tues.	8	3.50	5 Mo.	No
410	Selma, Ala.						
411	San Angelo, Texas	W. O. W. Hall	Monday	8	3.60	No	No
412	Sayville, N. Y.						
413	South Bend, Ind.	126 N. Main St.	Tuesday	9	4.05	Yes	No
414	Nanticoke, Pa.	Lupcho's Hall	Friday	8	3.40		
415	Cincinnati, Ohio	1228 Walnut St.	Wed.				
416	Chicago, Ill.	2431 W. 12th St.	1st Fri.	8	5.60	Yes	Yes
417	Colorado, Springs, Colo.	Smith's Hall	1st Fri.	8	4.50	Yes	Yes
418	Greeley, Colo.	Eagles' Hall	Tuesday	8	4.00	No	Yes
419	Chicago, Ill.	1502 Sedgwick St.	Tuesday	8	5.60	Yes	Yes
420	Memphis, Tenn.	95 S. 2nd St.	Thursday	8	4.00		
421	Ellwood City, Pa.	Dambach Hall	Thursday	8	4.00	No	No
422	Athens, Texas	W. O. W. Hall	Tuesday	8	3.20	No	No
423	Barberton, Ohio	Reindeer Hall	Friday	9	4.05	No	No
424	Hingham, Mass.	Carpenters' Hall	2-last Tues.	8	4.00	Yes	Yes
425	El Paso, Texas	Labor Hall	Wed.	8	5.00	Yes	No
426	Los Angeles, Cal.	Labor Temple	Friday	8	4.00	No	No
427	Omaha, Neb.	19th and Farnam Sts.	Monday	8	4.00	Yes	No
428	Fairmount, W. Va.	Willard Hall	Friday	9	3.75	No	No
429	Montclair, N. J.	Metropolitan Hall	2-4 Tues.	8	4.00	Yes	No
430	Wilkinsburg, Pa.	Carroll Bldg.	Monday	8	5.00	Yes	Yes
431	Brazil, Ind.	11½ W. Main St.	Tuesday	8	3.40		
432	Atlantic, N. J.	I. O. O. F. Hall	Thursday	8	4.00	Yes	No
433	Bellevue, Ill.	Cor. A and Spring Sts.	2-4 Sat.	8	4.40	Yes	Yes
434	Chicago, Ill.	115th St. and Michigan Ave.	Thursday	8	5.60	Yes	Yes
435	Chester, W. Va.	I. O. O. F. Hall	1-3 Tues.	8	4.00	No	Yes
436	New Albany, Ind.	227 State St.	1-3 Thurs.	8	3.50		
437	Portsmouth, Ohio	Carr Building	Thursday	8	3.50	No	Yes
438	Brookline, Mass.	178 Washington St.	Monday	8	4.40	Yes	Yes
439	Glen Park, N. Y.	Dundon's Hall	Thursday	9	2.70	No	No
440	Buffalo, N. Y.	Cor. Jefferson and Eaton Sts.	Tuesday	8	4.00		
441	Cambridge, Mass.	631 Mass. Ave.	Wed.	8	4.40	Yes	
442	Hopkinsville, Ky.						
443	Chelsea, Mass.	220 Broadway	Monday	8	4.40	Yes	No
444	Pittsfield, Mass.	235½ North St.	Tuesday	8	3.54 1-3	Yes	No
445	Palmer, Mass.	Opera House	1st Fri.	8	3.28	Yes	Yes
447	Ossining, N. Y.	I. O. O. F. Hall	1-3 Mon.	8	3.75	No	No
448	Waukegan, Ill.	120 Washington St.	Monday	8	5.60	Yes	Yes
449	San Francisco, Cal.	168 Folsom St.	2-4 Thurs.	8	5.00		
450	Ogden, Utah	Union Labor Hall	Wed.	8	4.00	No	No
451	Brooklyn, N. Y.	315 Washington St.	Monday	8	4.50	Yes	Yes
452	Carrier Mills, Ill.	Pipe's Hall	2-4 Tues.	8	3.60	No	Yes
453	Auburn, N. Y.	Red Men's Hall	Monday	8	3.60	Yes	Yes
454	Philadelphia, Pa.						
455	Somerville, N. J.	Stryker's Hall	1-3 Thurs.	8	3.60		
456	Media, Pa.						

L. U. No.	CITY AND STATE	MEETING PLACE	Meeting Night	Hours	Wages	Sat. $\frac{1}{2}$ Hol.	Agree- ment
457	New York, N. Y.	321 E. 73rd St.	Monday	8	5.00	Yes	Yes
458	Lawrence, Kan.						
459	Bar Harbor, Me.	G. A. R. Hall	Thursday	8	3.60 2.00	No	No
460	Wausau, Wis.	Koppas Hall	2-4 Tues.	10	to 3.00	No	No
461	Highwood, Ill.	Eagles' Hall	2-4 Tues.	8	5.60	Yes	Yes
462	Greensburg, Pa.	I. O. O. F. Hall	2-4 Tues.	9	4.05	No	No
463	Hinsdale, Ill.	Neidig's Hall	1-3 Thurs.	8	4.40	Yes	Yes
464	New York, N. Y.		Tuesday	8	4.50	Yes	Part
465	Ardmore, Pa.	Marion Title Hall	Wed.	8	4.40	Yes	No
466	Dunkirk, N. Y.						
467	Jersey City, N. J.	125 Washington St.	1-3 Tues.				
468	Smithville, Texas						
469	Cheyenne, Wyo.						
470	Tacoma, Wash.	949 S. Market St.	Thursday	8	4.00	Yes	No
471	Brooklyn, N. Y.	6th Ave. and 9th St.	Monday	8	4.50	Yes	No
472	Ashland, Ky.	15th St. and Greenup Ave.	Monday	8	3.20	No	Yes
473	Union City, Tenn.						
474	Nyack, N. Y.	G. A. R. Hall	1-3 Fri.	8	3.60	Yes	No
475	Walsenburg, Colo.	U. M. W. of A. Hdqtrs.	Monday	8	4.00	No	No
476	New York, N. Y.	243 East 84th St.	Tuesday	8	5.00	Yes	Yes
477	Wilmington, N. C.	Union Hall	Thursday	9-10	3.00	Part	No
478	New York, N. Y.	497 East 166th St.	Monday	8	4.50	Yes	No
479	Sparta, Ill.	K. of P. Hall	2-4 Fri.	8	3.60	No	No
480	Freeburg, Ill.	Village Hall	2nd Sat.	8	3.20		
481	Barre, Vt.	Nichols Block	Monday	8	3.50	No	No
482	Jersey City, N. J.	642 Newark Ave.	Monday	8	4.50		
483	San Francisco, Cal.	112 Valencia St.	Monday	8	5.00	Yes	No
484	Dinuba, Cal.	Central Block	2-4 Fri.	8	4.50	No	No
486	Bayonne, N. J.						
487	Linton, Ind.	Hilgedick Hall	Friday	8	3.20		
488	Mounds, Ill.						
489	Lynbrook, N. Y.	Atlantic Ave.	1-3 Tues.	8	4.00	Yes	No
490	Passaic, N. J.	Kantor's Hall	Friday	8	3.60 2.72	Yes	Yes
491	Corinth, N. Y.	I. O. O. F. Hall	2-4 Mon.	8-9	to 2.79	No	No
492	Reading, Pa.	Breneiser's Hall	Thursday	8	3.44	Yes	Yes
493	Mt. Vernon, N. Y.	Labor Lyceum	Monday	8	4.75	Yes	Yes
494	Windsor, Ont., Can.	Union Hall	1-3 Wed.	9	3.60	Yes	No
495	Streator, Ill.	West Schlitz Hall	1-3 Tues.	8	4.40	No	Yes
496	Kankakee, Ill.	388 E. Court St.	Thursday	8	4.00	No	No
497	New York, N. Y.	243 East 84th St.	Monday	8	5.00		
498	Brantford, Ont., Can.	Union Hall	2nd Tues.	9	3.15	Yes	Yes
499	Leavenworth, Kan.	Labor Headquarters	Wed.	8	4.00	No	No
500	Butler, Pa.	Younkin's Bldg.	Friday	8	4.00	No	No
501	Stroudsburg, Pa.	Millers Hall	1-3 Sat.	9	3.45	Yes	Yes
502	Canandaigua, N. Y.	Mutschlers Hall	2-4 Tues.	8	3.50	No	No
503	Lancaster, N. Y.	Wendel's Hall	1-3 Mon.	8			
504	Chicago, Ill.	Taylor and Marshfield Ave.	Thursday	8	5.60	Yes	Yes
505	Litchfield, Ill.	Merchants' Rooms	2-4 Fri.	8	4.00	No	No
506	Gainesville, Texas	F. U. of A. Hall	Thursday	8	3.50	No	Yes
507	Corona, N. Y.	Lubr's Union Hall	1-3 Mon.	8	4.50	Yes	Yes
508	Marion, Ill.	Woodmen's Hall	1-3 Fri.	8	3.60		
509	Mt. Pleasant, Pa.	Red Men's Hall	2-4 Thurs.	9	3.25	No	No
510	Du Quoin, Ill.	Carpenters' Hall	Monday	8	4.00		
511	Roswell, N. Mex.	K. of P. Hall	Thursday	8		No	No
512	Ann Arbor, Mich.	Trades Council Hall	1-3 Thurs.	9	3.60	No	No
513	New York, N. Y.	Labor Temple, 84th St.	Thursday	8	5.00	Yes	Yes
514	Wilkes-Barre, Pa.	9. S. Franklin St.	Tuesday	8	3.40	No	Yes
515	Colorado Springs, Colo.	Carpenters' Hall	Tuesday	8	4.50	Yes	Vhl.
516	Lindenhurst, N. Y.	Firemen's Hall	1st Sat.	8	3.00	No	No
517	Portland, Me.	439 Congress St.	Monday	8	3.00	No	No
518	Charleston, Ill.	I. O. O. F. Hall	Monday	8	4.00	Yes	No
519	East Rutherford, N. J.	Concordia Hall	1-3 Thurs	8	3.60	Yes	No
520	Dallas, Texas						
521	Chicago, Ill.	73 W. Randolph St.	Thursday	8	5.60	Yes	Yes
522	Milwaukee, Wis.	602 Chestnut St.	Monday	8	2.80	Yes	No
523	Keokuk, Iowa	700 Main St.	2-4 Tues.	8	3.60		
524	Nelson, B. C., Can.	Trades Council Hall	Wed.	8	4.50	No	No
525	Coshocton, Ohio	C. L. U. Hall	1-3 Tues	8	3.60	No	No
526	Galveston, Texas						
527	Brunswick, Ga.						
528	Okeechobee, Fla.						
529	Greenwood, B. C., Can.	Room 6-7 Miller Block	Saturday	9	4.50	No	No
530	Seattle, Wash.	Rainier Hall	Tuesday	8	4.50	Yes	No
531	St. Petersburg, Fla.	Fraternity Hall	Monday	8	3.60		
532	Elmira, N. Y.	202 E. Water St.	Saturday	8	3.25		
533	Jeffersonville, Ind.	708 W. Market St.	1-3 Fri.	9	3.00	No	No
534	Burlington, Iowa	Labor Hall	2-4 Mon.	8	3.60	No	No
535	Cadillac, Mich.	Labor Hall	Monday	9	3.60	No	No
536	Baker, Oregon	Room 17, Lynndale Bldg.	Tuesday	8	4.00	No	No
537	Rahway, N. J.						
538	Concord, N. H.	C. L. U. Hall	2-4 Fri.	8	2.37	No	No
539	Fredericton, N. B., Can.						
540	Waltham, Mass.	Carpenters' Hall	Wed.	8	4.40	Yes	No
541	Washington, Pa.	I. O. O. F. Temple	Monday	8	4.00	No	Yes
542	Salem, N. J.	I. O. M. Hall	1-3 Sat.	9	3.25	No	No
543	Mamaroneck, N. Y.	Boyd's Hall	2-4 5 Mon.	8	4.25	Yes	No
545	Kane, Pa.						
546	Orlean, N. Y.	Trades and Labor Council Hall	Thursday	8	3.25	No	No

L. U. No.	CITY AND STATE	MEETING PLACE	Meeting Night	Hours	Wages	Sat. & Hol.	Agree- ment
547	Cripple Creek, Colo.	Texas Block	Monday	8	4.80	No	No
548	Minneapolis, Minn.	Commonwealth Hall	2-4 Wed.	8	3.00	No	Yes
549	Greenfield, Mass.	761 12th St.	Friday	8	4.50	No	No
550	Oakland, Cal.	Cor. Lowell and Broadway	Friday	8	3.82	Yes	No
551	Lawrence, Mass.	Glen Bldg.	Tuesday	9	2.70	No	No
552	Clarksville, Tenn.	Trades and Labor Hall	1-3 Fri.	10	3.50	No	No
553	Berlin, Ont., Can.	113 Stewart St.	1-3 Tues.	8	5.00	No	No
554	San Francisco, Cal.	I. O. O. F. Hall	Thursday	8	4.00	No	No
555	Temple, Texas	C. L. U. Hall	Friday	8	3.00	No	No
556	Meadville, Pa.	Union Hall	2-4 Thurs.	8	4.50	No	No
557	Bozeman, Mont.	Maher's Hall	1-3 Mon.	8	4.80	Yes	Yes
558	Elmhurst, Ill.	5th and Kentucky Ave.	Monday	8	3.80		
559	Paducah, Ky.	Labor Temple	Wed.	8	4.00		
560	Phillipsburg, Mont.	Labor Temple	Thursday	8	4.50	Yes	No
561	Pittsburg, Kan.	473 Central Ave.	Tuesday	8	4.50		
562	Everett, Wash.	Kenrick Hall	Saturday	9	3.50	No	No
563	Glendale, Cal.	203 Canal St.	Monday	8	3.60	No	Yes
564	Jersey City, N. J.	Weitkamper's Hall	Tuesday	8	3.28	No	No
565	Elkhart, Ind.	Lyon's Hall	1-3 Thurs.	8	5.00	Yes	Yes
566	Charleston, Mo.	Malta Hall, Main St.	Wed.	8	4.00	No	No
567	Stapleton, S. I., N. Y.	Carpenters' Hall	2-4 Mon.	8	4.25	Yes	No
568	Lincoln, Ill.	Halsted Bldg.	Monday	8	3.60		
569	Gardner, Mass.	Red Men's Hall	2-4 Mon.	8	5.00	Yes	No
570	Carnegie, Pa.	1551 2nd Ave.	2-4-5 Mon.	8	4.00	No	No
571	Georgetown, Texas	Labor Temple	Monday	8	4.00	No	No
572	Rye, N. Y.	Painters' Hall	2-4 Tues.	9	3.00	Part	No
573	Middletown, N. Y.	2223 Olive St.	Thursday	8	5.00	Yes	No
574	New York, N. Y.	Carpenters' Hall	2-4 Thurs.	8	3.60	No	Yes
575	Pine Bluff, Ark.	K. of P. Hall	1-3 Thurs.	8	3.85	No	No
576	Charleston, S. C.	W. O. W. Hall	Thursday	8	4.00	Yes	No
577	St. Louis, Mo.	Peninsular Sta.	Thursday	8	5.00		
578	Dubuque, Iowa	Labor Temple	Friday	8	5.00		
579	Du Bois, Pa.	Carpenters' Hall	1-2 Mon.	8	3.50		
580	Herrin, Ill.	Apollo Hall	2-4 Wed.	8	3.00	No	No
581	Portland, Ore.	Trades Assembly Hall	1-3 Thurs.	8	3.60	No	No
582	Fredonia, N. Y.	Cohen Block	Friday	9	4.05	Yes	No
583	Sacramento, Cal.	223rd St. and White Plains Ave.	Tuesday	8	4.50		
584	Coatesville, Pa.	Palmer's Hall	1-3 Fri.	8	3.60	Yes	Yes
585	Cartersville, Ill.	62 Monroe St.	Thursday	8	4.00	Yes	No
586	Indianapolis, Ind.	Grau Hall	2-4 Mon.	8	3.20	No	No
587	Rutland, Vt.	Woodmen's Hall	Saturday	9	3.60	No	No
588	Little Falls, N. Y.	Natl. Bank Block	Friday	9	3.60	No	No
589	Muncie, Ind.	Weis Hall	Wed.	8	5.20	Yes	No
590	New York, N. Y.	25 Broadway	1-3 Thurs.	9	3.50	No	No
591	Dover, N. J.	Kruss Hall	Monday	8	4.50	Yes	No
592	Lynn, Mass.	3631 Salena St.	Friday	8	5.00		
593	Lynn, Mass.	Beming Hall	Wed.	8	3.60	No	No
594	Taylor, Texas	I. O. O. F. Hall	Tuesday	8	4.00	No	No
595	Centerville, Iowa	Farrell Bldg.	2-4 Fri.	8	4.00	No	No
596	Wabash, Ind.	I. O. O. F. Hall	Thursday	8	4.50	No	No
597	Hammond, Ind.	Carpenters' Hall	Tuesday	8	4.00	No	No
598	Saranac Lake, N. Y.	Music Hall Bldg.	2-4 Wed.	8	4.50		
599	Rockaway, Beach, N. Y.	Labor Lyceum	1-3 Mon.	8	4.50		
600	St. Louis, Mo.	Fraternity Hall	Tuesday	8	4.50		
601	Ithaca, N. Y.	O'Brien Hall	1-3 Thurs.	9	3.60	No	No
602	Murphysboro, Ill.	Nat. Deposit Bank Bldg.	2-4 Thurs.	8	4.00	No	Yes
603	Portsmouth, Va.	Carpenters' Hall	1-3 Fri.	8	5.50	Yes	No
604	Port Richmond, N. Y.	Labor Temple	2-4 Mon.	8	4.00	Yes	No
605	Hannibal, Mo.	Trades Hall	4th Fri.	10		No	No
606	San German, P. R.	G. A. R. Hall	1-3 Tues.	8	3.28		
607	Idaho Falls, Idaho	Eureka Hall	Thursday	8	2.75	No	No
608	Port Arthur, Tex.	Labor Hall	Thursday	8	4.00	No	Yes
609	New Haven, Conn.	St. John's Hall	1st Mon.	8	3.00	No	Yes
610	Union Hill, N. J.	28 Main St.	Monday	8	4.40	Yes	Yes
611	Jamaica, N. Y.	56 Pleasant St.	Tuesday	8	4.56		
612	Baldwinsville, N. Y.	46½ W. Bay St.	Thursday	8	3.00	No	No
613	Brownsville, Pa.	K. of P. Hall	1-3 Wed.	8	4.40	Yes	Yes
614	Baldwinsville, N. Y.	Davis Square, Somerville.	Monday	9	4.00		
615	Brownsville, Pa.	Wallwins' Hall	1-3 Fri.	8	4.40	No	Yes
616	San Francisco, Cal.	123 Eddy St.	Monday	8	4.00		
617	Vancouver, B. C., Can.	19th and State Sts.	Tuesday	8	4.80	Yes	No
618	Hurst, Ill.	227 Sonna Bldg.	Monday	8	4.00	No	No
619	Moose Jaw, Sask., Can.	Plaza Hall	1-3 Wed.	8	3.80	No	Yes
620	Vineland, N. J.	Trades and Labor Hall	Thursday	8	3.80	No	Yes
621	Bangor, Maine	Painters' Hall	Wed.	8	3.60	Yes	No
622	Waco, Texas	51st St. and 4th Ave.	Monday	8	4.50	Yes	Yes
623	Danielson, Conn.	5th Ave. and 11th St.	2-4 Mon.	8	4.50	Yes	Yes
624	Brockton, Mass.	24½ S. 6th St.	Tuesday	8	4.00	No	Yes
625	Malden, Mass.						
626	Wilmington, Del.						
627	Jacksonville, Fla.						
628	Cincinnati, Ohio						
629	Arlington, Mass.						
630	Spring Valley, Ill.						
631	Providence, R. I.						
632	Granite City, Ill.						
633	Tifton, Ga.						
634	Boise, Ida.						
635	Troy, N. Y.						
636	Hamilton, Ohio						
637	Morristown, N. J.						
638	Brooklyn, N. Y.						
639	College Point, N. Y.						
640	Fort Dodge, Iowa						

L. C. No.	CITY AND STATE	MEETING PLACE	Meeting Night	Hours	Wages	Sat. $\frac{1}{2}$ Hol.	Agree- ment
642	Richmond, Cal.	418 4th St.	Wed.	8	4.50		
643	Chicago, Ill.	529 Milwaukee Ave.	2-4 Tues.	8	5.60	Yes	Yes
644	Pekin, Ill.	309 Court St.	Tuesday	8	4.00	No	No
645	East Las Vegas, N. Mex.	207 Lincoln Ave.	1-3 Mon.	8	3.60	No	No
646	St. Louis, Mo.	3204 Lucas Ave.	Monday	8	5.00	Yes	Yes
647	Fairfield, Conn.	Pickett's Hall	1-3 Fri.	8	3.60	Yes	No
648	Pana, Ill.	S. E. Cor. Locust and 2nd Sts.	2-4 Fri.	8	3.60	No	No
649	Dobbs Ferry, N. Y.						
650	Pomeroy, Ohio	Skinner's Hall	Saturday	8	3.00	No	No
651	Jackson, Mich.	Labor Hall	Wed.	8	3.20	No	Yes
652	Elwood, Ind.	Carpenters' Hall	1-3 Tues.	8	3.20	No	No
653	Chickasha, Okla.	Union Labor Hall	Monday	8	4.00	No	No
654	Rhineland, Wis.	Eagles' Hall	3rd Tues.	9	3.60	No	No
655	Key West, Fla.						
656	Holyoke, Mass.	Carpenters' Hall	Monday	8	4.00		
657	Sheboygan, Wis.	Labor Union Hall	2-4 Thurs.	8	3.44	No	No
658	Eureka, Wash.						
659	Rawlins, Wyo.	City Hall	2-4 Fri.	9	5.40	No	No
660	Springfield, Ohio	Labor Temple	Thursday	9	3.60	No	No
661	Ottawa, Ill.						
662	Mt. Morris, N. Y.	Carpenters' Hall	3rd Tues.	9	3.25	No	No
663	Brunswick, N. Dak.	Turners' Union Hall	1-3 Fri.	10	4.50	No	No
664	Cincinnati, Ohio	Carpenters' Bldg.	1-3 Wed.	8	4.40	Yes	Yes
665	Amarillo, Texas	Labor Hall	Monday	8	4.00	No	Yes
666	Cincinnati, Ohio						
668	Palo Alto, Cal.	Ostrander Hall	Tuesday	8	5.00	Yes	No
669	Harrisburg, Ill.	I. O. O. F. Hall	2-4 Tues.	8	3.60	No	Yes
670	Evansville, Ind.	307½ Sycamore St.	Wed.	9	2.92	No	No
671	New Baden, Ill.						
672	Peterboro, Ont., Can.						
673	Fort Edward, N. Y.	Trades Assembly Hall	2-4 Fri.	8	3.60	No	No
674	Mt. Clemens, Mich.	31 S. Front St.	1-3 Thurs.	9	3.60		
675	Alhambra, Cal.						
676	Cincinnati, Ohio	Turner Hall, North Side	1-3 Mon.	8	4.40	Yes	Yes
677	Lebanon, Pa.						
678	Dubuque, Iowa						
679	Montpelier, Vt.	G. A. R. Hall	Monday	8	3.00	No	No
680	Newton Centre, Mass.	Circuit Hall	Tuesday	8	4.40	Yes	No
681	Loveland, Colo.						
682	Franklin, Pa.	C. L. U. Hall	Wed.	8	3.50		
683	Burlington, Vt.	74 Church St.	Thursday	8	3.52	Yes	No
684	Latrobe, Pa.						
685	Chicopee, Mass.	35½ Center St.	Wed.	8	4.00	Yes	No
686	Blackwell, Okla.	Taton's Shop	4th Sat.	8	3.60	No	No
687	Elizabeth, N. J.						
688	Santa Ana, Cal.	Labor Temple	Friday	8	3.50	No	No
689	La Crosse, Wis.	Limit Hall	1st Wed.	8	2.40	No	Yes
690	Little Rock, Ark.	714½ Main St.	Tuesday	8	4.00		
691	Williamsport, Pa.	325 Market St.	Mon.	9	3.15	No	No
692	Cincinnati, Ohio	N. W. Cor. Berkman and Knox Sts.	Wed.	8	4.40	Yes	Yes
693	Needham, Mass.	Carpenters' Hall	Tuesday	8	4.40		
694	Boonville, Ind.	Over Peoples' Bank	Tuesday	8	3.00	No	Yes
695	Sterling, Ill.	Eagles' Hall	1-3 Mon.	9	4.05	No	No
696	Tampa, Fla.						
697	Richmond, Va.	Marshall Hall	2-4 Tues.	10	2.25	No	No
698	Newport, Ky.	9th and Central Ave.	Wed.	8	4.40	Yes	Yes
699	Sewickley, Pa.	I. O. O. F. Hall	Monday	8	5.00	Yes	Yes
700	Corning, N. Y.	I. O. O. F. Temple	2-4 Mon.	8	3.36	No	Vbl.
701	Fresno, Cal.	1139 Eye St.	Tuesday	8	5.00	Yes	No
702	Grafton, W. Va.	Co-operative Store	1-3 Fri. to	9	3.00 3.50	No	No
703	Lockland, Ohio	K. of P. Hall	1-3 Tues.	8	4.40	Yes	Yes
704	Quanah, Texas	I. O. O. F. Hall	1-3 Sat.	8	3.40		
705	Lorain, Ohio	Carpenters' Hall	Friday	8	3.60	No	No
706	Sullivan, Ind.	Woodmen's Hall	2-4 Mon.	9	3.60	No	No
707	New York, N. Y.						
708	West Newton, Mass.	A. O. U. W. Hall	Friday	8	4.40	Yes	No
709	Shenandoah, Pa.	I. O. O. F. Hall	2-4 Sat.	9	3.33		
710	Long Beach, Cal.	221 East 3rd St.	Monday	8	4.80	No	No
711	Mt. Carmel, Pa.	F. O. R. L. & B. Hall	Tuesday	9	3.33	No	Yes
712	Covington, Ky.	I. O. O. F. Temple	Thursday	8	4.40	Yes	Yes
713	Niagara Falls, Ont., Can.	Main St. and Lunday's Lane	Wed.	8	3.60	Yes	No
714	Flushing, N. Y.	Broadway Lyceum	1-3 Tues.	8	4.50	Yes	No
715	Des Moines, Iowa						
716	Zanesville, Ohio	Central Trades Hall	Friday	8	3.70	No	No
717	Bristol, R. I.						
718	Harre, Mont.						
719	Freeport, Ill.	Trades Assembly Hall	1-3 Tues.	8	4.00	Yes	No
720	Worcester, Mass.						
721	Caldwell, Texas						
722	De Pue, Ill.	Fowler's Hall	1st Tues.	8	4.00	No	No
723	Newark, N. J.	240 Springfield Ave.	Tuesday	8	4.00	Yes	No
724	New York, N. Y.	Labor Temple, 243 E. 84th St.	Monday	8	5.00	Yes	Yes
725	Salt Lake City, Utah	Labor Temple	2-4 Wed.	9	3.60	Yes	No
726	Providence, R. I.	27 Westminster St.	1-3 Mon.	10	2.90	No	Yes
727	Petersburg, Va.	I. O. O. F. Hall	Wed.	10	3.25		
728	Pontiac, Ill.	K. of C. Hall	2-4 Wed.	9	4.50		

L. U. No.	CITY AND STATE	MEETING PLACE	Meeting Night	Hours	Wages	Sat. & Hol.	Agree- ment
729	Thurber, Texas	261 Joseph St.	Wed.	9	2.70	No	No
730	Quebec, Que., Can.	K. of P. Hall	Saturday	8	4.00	Yes	No
731	Corsicana, Texas	Carpenters' Hall	1st Tues.	8	4.00	No	No
732	Stockton, Cal.	Carpenter Shop	1-3 Tues.	8	3.20	No	No
733	Percy, Ill.	Trades Council Hall	Tuesday	9	4.05	No	Yes
734	Kokomo, Ind.	Cummings' Block	1-3 Wed.	9	3.50	Yes	No
735	Mansfield, Ohio						
736	Philadelphia, Pa.	Wellston Hall	Monday	8	5.00	Yes	No
737	Carlinville, Ill.	Jr. O. U. A. M. Hall	1-3 Mon.	8	4.45	Yes	Yes
738	St. Louis, Mo.	253 Atlantic Ave.	2-4 5 Mon.	8	4.50	Yes	Yes
739	College Hill, Ohio	State Bank Bldg.	Wed.	9	3.82	No	Yes
740	Brooklyn, N. Y.	142 Merchant St.	Tuesday	8	4.00	No	Yes
741	Beardstown, Ill.	Labor Temple	Wed.	8	5.00		
742	Decatur, Ill.	Labor Temple	Wed.	8	5.00	No*	No
743	Bakersfield, Cal.	Waverly Bldg.	1-3 Mon.	8	4.50	No	No
744	Red Lodge, Mont.	Gazette Bldg.	2-4 Tues.	8	3.60	Yes	No
745	Honolulu, H. I.	City Savings Bank Bldg.	Mon.	8	3.50	3 Mo.	Yes
746	Norwalk, Conn.	W. E. Handle's Office	2-4 Mon.	8	4.00	No	Yes
747	Oswego, N. Y.	710 E. High St.	1st Tues	9	3.00		
748	Taylorville, Ill.	227 Main St.	Saturday	8	4.00	No	No
749	Mt. Vernon, Ohio	Trembley Hall	Friday	8	4.50	Yes	Yes
750	Asbury Park, N. J.	I. O. O. F. Hall	1-3 Mon.	8	3.60	Yes	No
751	Santa Rosa, Cal.						
752	Hackensack, N. J.	Labor Hall	Thursday	8	4.50	No	No
753	Fulton, N. Y.	Labor Temple	Tuesday	8	4.00	No	No
754	Superior, Wis.	Cor. Main and Oak Sts.	1-3 Tues.	8	3.28		
755	Bellingham, Wash.	70 Folsom St.	1st Thurs.	8	5.00	No	No
756	South Manchester, Conn.	Fraternity Hall	2-4 Mon.	8	4.00	Yes	No
757	San Francisco, Cal.						
758	Melrose, Mass.	G. A. R. Hall	Mon.	8	4.00	Yes	No
759	Sorel, Que., Can.						
760	Quincy, Mass.	Labor Temple	Mon.	8	4.40	Yes	Yes
761	Enid, Okla.	I. O. O. F. Bldg.	Last Wed.	9	3.60	No	No
762	Shreveport, La.	Labor Hall	Mon.	8	3.60	No	No
763	Mascoutah, Ill.	Stroh's Hall	Wed.	8	3.40	No	Yes
764	San Francisco, Cal.	Labor Temple	Thursday	8	4.00	Yes	No
765	Ottumwa, Iowa	Forresters' Hall	Mon.	8	4.50	No	No
766	Forty Fort, Pa.	Walhalla Lodge Rooms	1-3 Tues.	8	3.60	No	Yes
767	Pasadena, Cal.	Maccabees' Hall	2-4 Fri.	8	5.00	Yes	Yes
768	Watsonville, Cal.	I. O. O. F. Hall	Wed.	8	3.60	No	No
769	Clinton, Iowa						
770	Braddock, Pa.	38 Main St.	Tuesday	8	4.56	Yes	Yes
771	Hogutiam, Wash.						
772	Marshall, Texas	Red Men's Hall	Saturday	8	3.20		
773	Medford, Mass.	Forresters' Hall	Wed.	8	4.56	Yes	Yes
774	Fitchburg, Mass.	124 Nassau St.	Friday	8	4.00	Yes	No
775	Waycross, Ga.	Trades and Labor Hall	2-4 Thurs.	9	3.60	No	No
776	Everett, Mass.	I. O. O. F. Hall	2-4 Tues.	10	4.50	No	No
777	Princeton, N. J.						
778	Fond du Lac, Wis.	122 Pike St.	1-3 Wed.	8	4.40	Yes	Yes
779	Sioux Falls, S. Dak.						
780	North Easton, Mass.	Borders' Hall	2-4 Fri.	8	4.00		
781	Covington, Ky.	Rickard's Hall	Tuesday	9	4.50	No	No
782	Bayamon, P. R.	1075 State St.	Saturday	8	3.50	No	No
783	Marissa, Ill.	414 E. State St.	Mon.	8	4.40	Yes	Yes
784	Dixon, Ill.	36 Monument Square	1-3 Tues.	8	3.50	No	No
785	Chehalis, Wash.	10th and Carr Sts.	2-4 Fri.	9	3.15	Yes	Yes
786	Rockford, Ill.	I. O. O. F. Hall	2-4 Thurs.	9	3.60	No	No
787	Leominster, Mass.	Hayes Bank Bldg.	2-4 Wed.	8	3.20	No	No
788	St. Louis, Mo.						
789	Charlevoix, Mich.						
790	Salem, Ills.						
791	Brookville, Ont., Can.	Redmen's Hall	2-4 Sat.	9	3.00	No	No
792	St. Johnsbury, Vt.	Hope Bldg.	2-4 Tues.	8	3.28	No	No
793	Woonsocket, R. I.	Lyrice Hall	Wed.	8	4.40	Yes	Yes
794	Hyde Park, Mass.	Drayor Hall	Monday	9	2.50	No	No
795	Metropolis, Ill.	G. A. R. Hall	2-4 Thurs.	8	3.50		
796	Naugatuck, Conn.	Robinson Hall	2-4 Mon.	8	4.50	Yes	No
797	Pacific Grove, Cal.	Carpenter Shop	Monday	9	3.00		
798	Toluca, Ill.	Labor Temple	Tuesday	8	4.00	Yes	No
799	Portland, Ore.	Smith and Calboun Sts.	2nd Tues.				
800	Charleston, S. Car.		4th Mon.	9			
801	San Diego, Cal.	621 6th St.	Wed.	8	4.00	Yes	No
802	Atlantic Highlands, N. J.	Carpenters' Hall	2-3 Sat.	8	3.50	No	No
803	Cairo, Ill.	Labor Temple	Friday				
804	Carbondale, Pa.	Labor Temple	Saturday	8	3.40	No	Yes
805	Wyandotte, Mich.				2.50		
806	Haywards, Cal.	Palmly Bldg.	Last Sat.	8	4.00	No	No
807	Chillicothe, Ill.	407 S. 5th St.	Wed.	9	3.60	Yes	Yes
808	Bessemer, Ala.	Cor. 19th St. and 3rd Ave.	Wed.	9		No	No
809	Putnam, Conn.	Carpenters' Hall	1st Fri.	8	2.75	No	No
810	West Palm Beach, Fla.	Masonic Hall	Mon.	8	4.00		
811	Grand Rapids, Wis.	9 Pauline St.	2-4 Mon.	8	3.00		
812	Winthrop, Mass.	Headquarters Block	Tuesday	8	4.50	Yes	No
813	Findlay, Ohio	Trades Assembly Hall	Monday	9	3.15		
814	Beaumont, Texas	Maccabee Hall	Friday	8	4.00		
815	Muskegon, Mich.	C. L. U. Hall	Tuesday	9	2.15	4 Mo.	Yes
816	Willimantic, Conn.		2-4 Mon.	8	3.28	Yes	Yes
817	Sycamore, Ill.	Mystic Workers' Hall	1-3 Thurs	9	4.05		

L. U. No.	CITY AND STATE	MEETING PLACE	Meeting Night	Hours	Wages	Sat. 2 Hol.	Agree- ment
827	Closter, N. J.	Union Hotel	1-3 Fri.	8		Yes	No
828	Menlo Park, Cal.						
829	Santa Cruz, Cal.	I. O. O. F. Bldg.	Mon.	8	4.00	Yes	No
830	Oil City, Pa.	C. L. U. Hall	1-3 Mon.	8	3.50	No	No
831	Arlington, Mass.	Crescent Hall	Thursday	8	4.00	Yes	No
832	Salida, Colo.						
833	Berwyn, Pa.	I. O. O. F. Hall	Wed.	8	4.40	Yes	No
834	Reynoldsville, Pa.	I. O. O. F. Hall	1st Wed.	9	3.60		
835	Seneca Falls, N. Y.	Flannigans' Hall	Tuesday	9	2.70	No	No
836	Janesville, Wis.	Union Labor Hall	Friday	9	3.60	No	No
837	Seattle, Wash.						
838	Sunbury, Pa.	Zartman Hall	1-3 Wed.		3.50	No	No
839	Dayton, Ohio						
840	Olney, Ill.	107 S. Kitchel St.	Tuesday	9	2.70	No	No
841	Carbondale, Ill.	Fake's Bldg.	Friday	8	3.50	No	No
842	Pleasantville, N. J.	Redmen's Hall	Mon.	8	4.00	Yes	No
843	Jenkintown, Pa.	Trust Co. Bldg.	Thursday	8	4.00	Yes	No
844	Los Gatos, Cal.	W. O. W. Hall	1-3 Thurs.	8	5.00	Yes	No
845	Clifton Heights, Pa.	Shee Bldg.	1-3 Fri.	8	3.60	Yes	No
846	Revere, Mass.	A. O. H. Hall	Mon.	8	4.40	Yes	No
847	Natick, Mass.	G. A. R. Hall	Friday	8	4.40	Yes	No
848	San Bruno, Cal.	Carpenters' Hall	Mon.	8	5.00	Yes	Yes
849	Manitowoc, Wis.	Union Hall	2-4 Tues.	8	3.20		
850	Leadville, Colo.	Miners' Hall	1st Fri.	8	4.00	No	No
852	Verona, Pa.	K. of P. Hall	Wed.	8	5.00	Yes	Yes
853	Bound Brook, N. J.	America Hose Co.	1-3 Fri.	8	3.60		
854	Madisonville, Ohio	Wetzel Ave. and Madison Road	1-3 Tues.	8	4.40	Yes	Yes
855	Coalinga, Cal.	139 W. D St.	Tuesday	8	5.00	No	No
856	Greenville, Texas	W. O. W. Hall	Thursday	8	4.00	No	No
857	Tucson, Ariz.						
858	Clinton, Mass.						
859	Providence, R. I.	1929 Westminster St.	Wed.	8	4.00	Yes	Yes
860	Framingham, Mass.	C. L. U. Hall	1-3 Mon.	8	4.00		
861	Southbridge, Mass.	Carpenters' Hall	Wed.	8	3.50	No	No
862	Wakefield, Mass.	Albion St. Hall	2-4 Thurs.	8	4.00		
863	Conneaut, Ohio						
864	St. Augustine, Fla.						
865	Brunswick, Ga.	New Castle St.	2-4 Tues.	8	3.00	No	No
866	Norwood, Mass.	A. O. U. W. Hall	1-3 Tues.	8	3.90		
867	Milford, Mass.	Lincoln Square Block	1-3 Tues.	8	3.82	Yes	No
868	Cheviot, Ohio	For. Harrison and North Bend Road	1-3 Thurs.	8	4.40	Yes	Yes
869	St. Johnsville, N. Y.		1-3 Mon.	9	3.00	No	No
870	Granville, Ill.	Moore's Lumber Co. Office	2nd Mon.	8	4.00	No	Yes
871	Battle Creek, Mich.						
872	Portland, Ore.	126½ 2nd St.	Saturday	8	4.00 to 6.00		
873	Willisville, Ill.	City Hall Bldg.	1st Sat.	8	3.20	No	No
874	Galveston, Texas	Fribune Bldg.	2-4 Fri.	8	4.00	No	No
875	Oakland, Cal.	Forresters' Hall	1-3 Fri.	8	5.00	No	No
876	Wenham, Mass.	Jones Block	Wed.	8	4.00	Yes	No
877	Worcester, Mass.	20 Madison St.	1-3 Fri.	9	2.70 to 3.00		
878	Beverly, Mass.					Yes	No
879	Elmira, N. Y.	200 E. Water St.	2-4 Wed.	8	2.56	3 Mo.	Part
880	Bernardsville, N. J.						
881	Massillon, Ohio	Trades Assembly Hall	2-4 Tues.	9	3.50		
882	Columbia, Pa.	Brewery Hall	1st Thurs.	9	2.97	Yes	No
883	Aberdeen, Wash.	A. O. U. W. Hall	Monday	8	4.00	No	No
884	Los Angeles, Cal.	Labor Temple	Wed.	9	2.12½	No	No
885	Woburn, Mass.	Carpenters' Hall	Thursday	8	4.00	Yes	
886	Dalhart, Texas	Carpenters' Hall	Tuesday	8	4.00	No	No
887	Hampton, Va.	Redmen's Hall	Thursday	8	3.50	No	Yes
888	Salem, Mass.	71 Washington St.	Thursday	8	4.00		
889	Brighton, Mass.	Ward's Hall	Friday	8	4.56	Yes	Yes
890	Hazelwood, Pa.	I. O. O. F. Temple	1-3 Thurs.	8	5.00	Yes	Yes
891	Hot Springs, Ark.	Carpenters' Hall	Wed.	8	4.00	No	No
892	Deadham, Mass.	Danforth Block	Monday	8	4.40		
893	Wellsburg, W. Va.						
894	Cobalt, Ont., Can.						
895	Tarrytown, N. Y.	Union Opera House Bldg.	2-4 Tues.	8	4.00	Yes	No
897	Norristown, Pa.	A. O. H. Hall	Friday	8	3.60	Yes	No
898	St. Joseph and Benton Harbor, Mich.						
899	Parkersburg, W. Va.	561½ 7th St.	Wed.	8	3.60	No	No
900	Altoona, Pa.	1303 11th Ave.	1-3 Wed.	10	3.00	No	No
901	Woodhaven, L. I., N. Y.	Rockaway Road and Atlantic Ave.					
902	Auburn, R. I.	Vasa Music Hall	Tuesday	8	4.50	Yes	No
903	Malden, Mo.	117 Marine St.	1-3 Tues.	8	4.00	Yes	Yes
904	Jacksonville, Ill.		2-4 Mon.	9	2.70	No	No
905	Freeland, Pa.	Geopert's Hall	1-3 Wed.	9	3.06		
906	Brookville, Pa.						
907	Great Neck, L. I., N. Y.						
908	Ramsey, N. J.	Fire House Hall	1-3 Fri.	8	3.60		
909	Clarksdale, Ariz.	School House	2-4 Thurs.	8	4.72	No	No
910	GloUCESTER, Mass.	Mansfield Hall	1-2 Mon.	8	4.00		
911	Kalispell, Mont.	O'Connell Hall	Friday	8	5.00	No	No
912	Richmond, Ind.	626 Main St.	Tuesday	9	3.60	Yes	Yes

L. U. No.	CITY AND STATE	MEETING PLACE	Meeting Night	Hours	Wages	Sat. Hol.	Agree- ment
913	Balboa, Canal Zone						
914	Augusta, Me.	Carpenters' Hall	2-4 Mon.	8	3.20	No	No
915	Horton, Kan.						
916	Aurora, Ill.	Dillenburg Hall	1-3 Mon.	8	4.40	No	Yes
917	Astoria, Oregon	Labor Hall	Wed.	8	4.00	No	No
918	Manhattan, Kan.						
919	St. John, N. B., Can.	I. O. O. F. Hall	2-3 Wed.	8	3.00	No	No
920	Meriden, Conn.	K. of C. Hall	1-3 Tues.	8	3.60	3 Mo.	Yes
921	Portsmouth, N. H.	G. A. R. Hall	2-4 Tues.	8	3.20	No	No
922	Maysville, Ky.	G. A. R. Hall	1-3 Fri.	9	3.15	No	No
923	Cleburne, Texas	W. O. W. Hall	Monday	8	3.60	No	Yes
924	Manchester, Mass.						
925	Salinas, Cal.	N. S. G. W. Hall	1-3 Sat.	8	4.00	No	No
926	Beloit, Wis.						
927	Danbury, Conn.						
928	Danville, Pa.	Friendship Hall	2-4 Fri.	9	3.15	No	No
929	Grinnell, Iowa	Labor Hall	2-4 Thurs.	9	4.05	No	No
930	St. Cloud, Minn.						
931	Manchester, N. H.	1017 Elm St.	Thursday	8	3.20	No	No
932	Peru, Ind.						
933	L'Ange Gardien Que., Can.	Fortier Hall	Last Sun.	9	2.70		
934	Marshall, Mo.	K. of P. Hall	2-4 Thurs.	8	3.60	No	No
935	Princeton, Ind.	Carpenters' Hall	Wed.	9	3.60	No	Yes
936	Wilmerding, Pa.						
937	Chelsea, Mass.	108 Park St.	Tuesday	8	4.56	Yes	Yes
938	West Roxbury, Mass.	Fairview Hall, Roslindale.	Friday	8	4.56	Yes	Yes
940	Sandusky, Ohio						
941	East Orange, N. J.	No. 8 15th St.	Friday	8	4.00	Yes	No
942	Fort Scott, Kan.	G. A. R. Hall	2-4 Thurs.	9	3.25		
943	Tulsa, Okla.	Labor Hall	Tuesday	8	4.00	No	No
944	San Bernardino, Cal.	365 D St.	Monday	8	4.00	No	No
945	Jefferson City, Mo.	Owl Club Hall	Tuesday	8	4.00		
946	Oshkosh, Wis.	Trades and Labor Hall	2-4 Fri.	10	1.60	No	No
947	Ridgway, Pa.	Eagles' Hall	Friday	8	3.25	No	Yes
948	Sioux City, Iowa	Labor Temple	Friday	8	4.00	No	No
949	Columbia, S. C.	1615 Main St.	Monday	9	3.60		
950	Danvers, Mass.						
951	Brainard, Minn.	Labor Temple	1st Thurs.	10	4.00	No	No
952	Bristol, Conn.	K. of P. Hall	1-3 Fri.	8	3.60	Yes	No
953	Lake Charles, La.	Union Hall	1-3 Thurs.	8	4.00	Yes	No
954	Boston, Mass.	40 Canseway St.	Monday	8	4.40	Yes	Yes
955	Appleton, Wis.	Trades Council Hall	1-3 Wed.	9	3.60	No	No
956	Olympia, Wash.	Lincoln Labor Temple	2-4 Mon.	8	4.00	No	No
957	Stillwater, Minn.	I. O. O. F. Hall	1-3 Tues.	9	3.60	No	No
958	Marquette, Mich.	Segels' Hall	Friday	9	4.05	No	No
959	Mattapan, Mass.	1632 Blue Hill Ave.	Monday	8	4.56	Yes	Yes
960	Nebraska City, Neb.	W. O. W. Hall	1-3 Mon.	8	3.60	No	No
961	Summit, N. J.	Masons' Hall	1-3 Tues.	8	3.60		
962	Marblehead, Mass.	13 Pleasant St.	Monday	8	4.00	Yes	No
963	Maryville, Mo.	Cor. 4th and Main St.	Saturday	9	3.60	No	No
965	De Kalb, Ill.	Jarboe's Hall	2-4 Fri.	8	4.00	No	No
966	Sharon, Mass.						
969	Welland, Ont., Can.	Labor Hall	2-4 Fri.	9	3.60	Yes	No
970	Riverside, N. J.	6 Scott St.	1-3 Wed.	8	3.60	Yes	No
971	Reno, Nev.	212 North Virginia St.	Monday	8	5.00	No	No
972	Philadelphia, Pa.	142 N. 11th St.	1-3 Mon.	8	4.40		
973	Texas City, Texas	I. L. A. Hall	Monday	8	4.50	No	No
974	Portland, Maine						
975	Benton, Ill.	Douls' Hall	2-L Tues.	9	3.60		
976	Tampa, Fla.	11103 Franklin St.	Tuesday	8	3.60	No	No
977	Wichita Falls, Tex.	307 Indiana Ave.	Wed.	8	4.00	No	No
978	Springfield, Mo.	325 1/2 College St.	Tuesday	8	4.00	Yes	Yes
979	Williamstown, Mass.	G. A. R. Hall	1-3 Mon.	8	3.50	No	No
980	Rochester, Minn.	A. O. U. W. Hall	2-4 Thurs.	8	4.05		
981	Petaluma, Cal.	Labor Temple	Tuesday	8	4.00	No	No
982	Turlock, Cal.						
983	Freeport, L. I., N. Y.						
984	Adrian, Mich.	Maccabee Hall	2nd Tues.	9	2.70	No	No
985	Gary, Ind.	Union Labor Headquarters	Thursday	8	5.20	Yes	No
986	McAlester, Okla.	Armory Hall	Wed.	8	4.00		
987	Gilmer, Texas	I. O. O. F. Bldg.	1-3 Sat.	8	3.00	No	No
988	Marlboro, Mass.	200 Main St.	2-4 Tues.	8	3.80	Yes	Yes
989	Newburyport, Mass.	Carpenters' Hall	Thursday	8	3.20	Yes	No
990	North East, Pa.						
991	Winchester, Mass.	Masonic Hall	1-3 Wed.	8	4.00		
992	Corry, Pa.						
993	Miami, Fla.	404 1/2 Ave. D	Friday	8	4.00		
994	Bennington, Vt.	Hawkes' Bldg.	2-4 Thurs.	8	3.00	No	No
995	Branford, Conn.						
996	Penn Yan, N. Y.	G. O. V. Rooms	1-3 Fri.	9	2.50		
997	Pottstown, Pa.	Cor. High and Wash. St.	Friday	9	3.15	Yes	Yes
998	Dugger, Ind.	Tompson Bldg.	Wed.	8	3.20	No	No
999	Mt. Vernon, Ill.	210 1/2 Main St.	2-4 Mon.	9	3.15	No	No
1000	Greenville, Pa.	Parkard Block	Monday	8	3.28	No	No
1002	Arlington, N. J.	Ruche Hall	1-3 Mon.	8	4.00		
1004	Washington, Ill.						
1005	New Milford, Conn.	Sports' Hall	2-4 Wed.	8	3.00	No	No
1006	Worcester, Mass.	20 Madison St.	Thursday	8	3.82		
1007	Sheffield, Ala.						
1008	Brooklyn, N. Y.	Brownville Labor Lyceum.	Monday	8	4.50	Yes	Yes
1009	Delhi, Ohio		Monday	8	4.50	Yes	Yes
1010	Uniontown, Pa.	K. of P. Hall	Tuesday	8	3.60	No	Yes

L. U. No.	CITY AND STATE	MEETING PLACE	Meeting Night	Hours	Wages	Sat. ¹ / ₂ Hol.	Agree- ment
1011	St. Louis, Mo.	7801 S. Broadway	Thursday	8	5.00	Yes	No
1012	Erie, Pa.	C. L. U. Hall	Thursday	8	3.60	No	Yes
1013	Bridgeport, Conn.	1119 Broad St.	2-4 Fri.	8	3.75		
1014	Warren, Pa.	P. H. C. Hall	Monday	8	3.00		
1015	Saratoga Springs, N. Y.	Town Hall	Friday	8	3.60		
1016	Rome, N. Y.	Moose Hall	1-3 Tues.	8	3.60	Yes	No
1018	Whitman, Mass.	K. of C. Hall	1-3 Wed.	8	4.00	Yes	No
1019	Cortland, N. Y.	Assembly Hall	2-4 Mon.	8	3.25	No	No
1020	Portland, Ore.	243 Ash St.	2-4 Mon.	8	4.00		
					to		
					5.00		
1021	New Bedford, Mass.	Oliver Building	Monday	8	3.60	Yes	No
1022	Parsons, Kan.	Engineers' Hall	Thursday	8	3.60		
1023	Alliance, Ohio	Labor Hall	1-3 Tues.	8-9	3.20		
					to		
					4.05	No	No
1024	Cumberland, Md.	Third National Bank Bldg.	Monday	9	3.15	No	No
1025	Martinez, Cal.						
1026	Healdsburg, Cal.						
1027	Sandy Hill, N. Y.						
1028	Ardmore, Okla.	Labor Hall	Tuesday	8	4.00	No	Yes
1029	Johnson City, Ill.	Carpenters' Hall	2-4 Thurs.	8	3.50		
1030	Globe, Ariz.	Carpenters' Hall	Thursday	8	5.00	No	No
1031	Dover, N. H.						
1032	Pontiac, Mich.	I. O. O. F. Hall	1st Sat.	10	3.50		
1033	Monaca, Pa.	Bank Hall	Tuesday	8	4.00	Yes	Yes
1034	Oskaloosa, Iowa	Trades Assembly Hall	Thursday	8	4.00	No	Yes
1035	Taunton, Mass.	Room 7, Jones Block	Monday	8	3.28	Yes	No
1037	Marseilles, Ill.	286 Main St.	1-3 Tues.	9	4.05		
1038	Ellenville, N. Y.	Glee Club Rooms	1-3 Tues.	8	2.60	No	No
1039	Cedar Rapids, Iowa						
1040	Eureka, Cal.	Union Labor Hall	Friday	8	4.00	No	No
1041	Otisville, N. Y.						
1042	Plattsburg, N. Y.	Trades Assembly Hall	Monday	8	3.00	No	No
1043	Hanford, Cal.	Union Hall	1-3 Thurs.	8	4.50	No	No
1044	Charleroi, Pa.	Bank Building	1-3 Mon.	8	4.00	No	Yes
1045	Great Barrington, Mass.	G. A. R. Hall	1-3 Tues.	8	3.50	No	Yes
1046	Bridgewater, Mass.	Room 6, Bowman Bldg.	1-3 Tues.	8	4.00	Yes	No
1047	Smiths Falls, Ont., Can.	Sons of England Hall	2-4 Fri.	10	3.00	No	No
1048	McKeesport, Pa.	Sales Hall	1-3 Wed.	8	4.50	Yes	No
1049	Poplar Bluff, Mo.	Old Citizens Building	2-4 Mon.	8	3.20	No	No
1050	Philadelphia, Pa.	Columbus Hall	1st Fri.				
			3rd Sun.	9	3.00		
1051	Philadelphia, Pa.						
1052	Portland, Ore.	Ash St., between 2nd and 3rd Sts.	1-3 Mon.	8	4.00	No	No
1053	Milwaukee, Wis.	Brisbane Hall	2-4 Wed.	9	3.24	Yes	Yes
1054	Addison, N. Y.	C. M. B. A. Hall	1-3 Sat.	9	3.15	No	No
1055	Lincoln, Neb.	Labor Temple	Monday	8	4.00	No	No
1056	Pinckneyville, Ill.	Miners' Hall	2-4 Sat.	8	3.60	No	No
1058	Madison, N. J.	St. Patrick's Alliance Hall	1-3 Thurs.	8	3.60	Yes	Yes
1059	Athol, Mass.	C. L. U. Hall	2-4 Wed.	8	3.00	No	No
1060	Norman, Okla.	108 E. Main St.	Friday	8	4.00	No	No
1061	State College, Pa.						
1062	Santa Barbara, Cal.	Fithian Building	Tuesday	8	4.00	No	No
1063	Stoughton, Mass.	Carpenters' Hall	Wed.	8	4.00	Yes	No
1064	New Smyrna, Fla.	Pellet's Hall	1-3 Fri.	8	3.00		
1065	Salem, Ore.	Union Hall	Thursday	8	3.50	No	No
1067	Belleville, N. J.	Belleville Hall	1-3 Fri.	8	4.00	Yes	No
1068	Marshfield, Ore.	393 N. Front St.	Monday	8	4.00	No	Yes
1069	Muscatine, Iowa	Assembly Hall	1-3 Tues.	8	3.50	No	Yes
1070	Aberdeen, Wash.	Painters' Hall	1-3 Tues.	8	4.00	No	No
1071	Wenatchee, Wash.						
1072	Muskogee, Okla.	112½ N. Main St.	Monday	8	4.00	No	No
1073	Philadelphia, Pa.	505 Reed St.	Saturday	8	4.40	Yes	Yes
1074	Eau Claire, Wis.	302 E. Madison St.	1-3 Fri.	9	3.37	No	No
1075	Hudson, N. Y.	Lenox Hall	2-4 Mon.	8	3.00	No	No
1076	Washington, Ind.	422½ E. Main	Thursday	9	3.60	No	No
1077	Owosso, Mich.	110 N. Wash. St.	Monday	9	3.15		
1078	Fredericksburg, Va.	Owens Building	Monday	9	3.00		
1080	South Haven, Mich.	Carpenters' Hall	Tuesday	9	3.60	No	No
1081	Carlyle, Ill.	Carpenters' Hall	Monday	9	3.60	No	No
1082	San Francisco, Cal.	112 Valencia St.	Tuesday	8	5.00		
1083	St. Charles, Ill.	Pierson's Hall	1-3 Tues.	8	4.40		
1084	Bloomsburg, Pa.	American Mechanics' Hall	Friday	9	3.00	No	No
1085	Livingstone, Mont.	Trades and Labor Hall	2-4 Fri.	8	5.00		
1087	Galena, Ill.	Cor. Bench and Wash.	Wed.	8	2.40	No	No
1088	Punxsutawney, Pa.	McQuever Building	Tuesday	9	3.60	No	No
1089	Phoenix, Ariz.	238 E. Washington St.	Wed.	8	4.50	Yes	No
1090	Unadilla, P. R.			10	1.50	No	
1091	Ridgewood, N. J.	Ryerson's Hall	2-4 Fri.	8	3.60		
1092	Lawrence, Mass.	184 Broadway	1-3 Tues.	8		Yes	Vbl.
1093	Glen Cove, L. I., N. Y.						
1094	Mahanoy City, Pa.	Boreman's Hall	1-3 Mon.	9	3.37	Yes	Yes
1095	Orange, Texas						
1096	Boston, Mass.	987 Washington St.	Tuesday	8	4.56	Yes	Yes
1097	Longview, Texas	I. O. O. F. Hall	Wed.	8	4.00	No	No
1099	Dwighttown, Pa.						
1100	Flagstaff, Ariz.						
1101	Eldorado, Ark.						
1103	Paragould, Ark.	Carpenters' Hall	Monday	9	4.05		
1104	Tyler, Tex.	Labor Hall	1-3 Thurs.	8	4.00	No	No

L. U. No.	CITY AND STATE	MEETING PLACE	Meeting Night	Hours	Wages	Sat. $\frac{1}{2}$ Hol.	Agree- ment
1105	Springfield, Mass.	19 Sanford St.	1-3 Wed.	9			
1106	Portland, Ore.						
1107	Gloversville, N. Y.	15 N. Main St.	Tuesday	8	3.36		
1108	Cleveland, O.	3930 Lorain Ave.	Monday	8	4.40	Yes	Yes
1109	South San Francisco, Cal.	City Hall	Tuesday	8	5.00		
1110	East Chicago, Ind.	Weyland's Hall	Monday	8	5.20	Yes	No
1111	Ironton, O.	3rd and Chestnut Sts.	Friday	9	4.05	Yes	Yes
1112	Marshalltown, Iowa	Trades and Labor Hall	2-L. Fri.	9	4.50	No	No
1113	Springfield, N. J.	Public School Bldg.	2-4 Fri.	8	3.60	Yes	No
1114	Indianapolis, Ind.	Cor. Capital Ave. and Maryland St.	1-3 Wed.	8	4.40	Yes	Yes
1115	Pleasantville, N. Y.	Mechanics' Hall	2-4 Fri.	8	4.00	Yes	No
1116	Twin Falls, Idaho	Union Hall	1-3 Wed.	8	4.50	No	No
1117	Oilton, Okla.						
1118	Malone, N. Y.						
1119	Ridgefield, Conn.						
1120	Portland, Ore.						
1122	Bloomfield, N. J.	Center Hall	1-3 Tues.	8	4.00		
1125	Central Falls, R. I.	7 Ledge St.	Monday	8	3.60	Yes	No
1126	Annapolis, Md.	Arundel Building	2-5 Fri.	8	3.00	No	No
1127	Montreal, Que., Can.	417 E. Ontario	Monday	10	2.25	Yes	No
1128	La Grange, Ill.	Burlington and 5th Ave.	1-3 Fri.	8	5.60	Yes	Yes
1129	Kittanning, Pa.						
1130	Titusville, Pa.	Union Hall	1-3 Fri.	8	3.00	No	No
1131	Waycross, Ga.	Cor. D and Parel Sts.	1-3 Thurs.	8	3.20		
1132	Alpena, Mich.	Pamerlean Hall	Thursday	9	3.50	No	No
1133	Newton, Iowa	Trades Assembly Hall	1-3 Mon.	10	3.50		
1134	Mt. Kisco, N. Y.						
1135	Port Jefferson, N. Y.	Good Templars Hall	1-2 Wed.	8	3.50		
1136	Donora, Pa.	Goodwin Hall	1-3 Mon.	8	4.00		
1137	Pratt, Kan.	Red Men's Hall	Wed.	9	3.15		
1139	Holister, Cal.						
1140	San Pedro, Cal.	128 1/2 6th St.	Thursday	8	4.00	No	No
1141	Warwick, N. Y.	Carpenters' Hall	Tuesday	8	3.00	No	Yes
1142	Neosho, Mo.	Woodmen's Hall	1-3 Tues.	8	3.00	No	No
1143	La Crosse, Wis.	4th and Pearl Sts.	1-3 Fri.	8	3.60	No	Yes
1144	Los Angeles, Cal.	Cor. E. 1st and Indiana St.	Tuesday	8	4.00	No	No
1145	Port Jervis, N. Y.	Masons Hall	2-4 Thurs.	8	3.00	No	No
1146	Green Bay, Wis.	Building Trades Hall	1-3 Wed.	9	3.60	No	No
1147	Baton Rouge, La.	Bernard Hall	1-3 Tues.	9	3.15	No	No
1148	New York, N. Y.						
1149	Cocoanut Grove, Fla.						
1150	Atoka, Okla.	W. O. W. Hall	Monday	8	3.60	No	No
1151	Batavia, N. Y.	Labor Temple	2-4 Tues.	8	3.25		
1152	Port Washington, N. Y.	L. O. O. F. Hall	1-3 Thurs.	8	4.00	Yes	No
1153	Crooksville, O.	Maccabee's Hall	1-3 Mon.	8	3.60	No	No
1154	Westchester, Pa.						
1155	Columbus, Ind.	K. and L. of H. Hall	1-3 Wed.	9	2.25 to 2.70	No No	No No
1156	San Francisco, Cal.	177 Capp St.	1-3 Tues.	9	3.50	Yes	Yes
1157	Passaic, N. J.	126 Madison St.	Thursday	8	3.60	Yes	Yes
1158	Berkeley, Cal.	L. O. O. F. Building	Saturday	8	5.00	Yes	No
1159	Ipswich, Mass.	Newmans Hall	Friday	8	4.00	Yes	No
1160	St. Jean, Que., Can.	196 St. John's St.	Sunday	10			
1161	Morris, Ill.	Painters' Hall	2-4 Tues.	9	4.05	No	No
1162	Suffern, N. Y.	L. O. O. F. Hall	1-3-5 Wed.	8	3.60	Yes	No
1163	Virden, Ill.	L. O. O. F. Hall	2-4 Thurs.	8	3.60	No	No
1164	Durham, N. C.						
1165	Sacramento, Cal.						
1166	Fremont O.	C. L. U. Hall	2-4 Wed.	9	3.37	No	No
1167	Smithtown, N. Y.						
1168	Port Colborne, Ont., Can.	Temperance Hall, Humber- stone, Ont., Can.	1-3 Mon.	9	3.60	No	Yes
1170	Lindsay, Cal.						
1171	Marion, Iowa	Carpenters' Hall		9	4.05		
1172	Billings, Mont.	Labor Hall	Monday	8	5.00	No	No
1173	Trinidad, Colo.	Trades Assembly Hall	Monday	8	4.40	No	No
1174	Willoughby, O.	9 Sherman Block	2-L. Thurs.	8	4.00	No	No
1176	Fargo, N. D.	Assembly Hall	1-3 Sun.	9	4.05	No	No
1177	Marceline, Mo.	Bigger's Hall	2-4 Sat.	8	3.20	No	No
1178	Pawhuska, Okla.	East 6th St.	Tuesday	8	4.00	No	No
1179	Cliffside, N. J.	Fire House	1-3 Thurs.	8	3.60	Yes	No
1180	Cleveland, O.						
1181	Piedmont, W. Va.	Bice's Hall	Wed.	9	2.75		
1182	Panama, Ill.						
1183	Parsons, Kan.	L. O. O. F. Hall	4th Fri.	8	2.44	No	Yes
1184	Seattle, Wash.	64 W. Columbia St.	1-3 Tues.	8	4.00	No	No
1185	Moorestown, N. J.						
1186	Pittsburgh, Pa.	Carpenters' Hall	Friday	8	5.00	Yes	Yes
1187	Oakland, Cal.	1020 Broadway	2-4 Fri.	9	3.00	No	Yes
1188	Mt. Carmel, Ill.	Lennerts Hall	Monday	9	3.60	No	Yes
1189	Dayton, Ky.	7th and Clay Sts.	2-4 Mon.	8	4.40	Yes	Yes
1190	Belleville, Pa.						
1191	Detroit, Mich.	Hastings, Cor. Napoleon Sts.	Monday	8	4.00		
1192	Oglesby, Ill.						
1193	West Frankfort, Ill.	Carpenters' Hall	Tuesday	8	3.20	No	Yes
1194	Taylor, Pa.	Thomas Hall, Union St.	1-3 Fri.	8	3.00		
1195	Ponce, P. R.	Free Federation	Friday	10	1.50	No	No
1196	De Ridder, La.	Woodmen's Hall	Monday	8	3.60	No	No
1197	Saugus, Mass.	K. of P. Hall	Wed.	8	4.60	Yes	No

L. U. No.	CITY AND STATE	MEETING PLACE	Meeting Night	Hours	Wages	Sat. $\frac{1}{2}$ Hol.	Agree- ment
1198	Independence, Kan.	Labor Hall	Tuesday	8	3.60	No	No
1199	Lynn, Mass.						
1200	Stamford, Tex.	Bostick's Residence	Saturday	8	3.00	No	No
1202	Merced, Cal.	Garibaldi Hall	Wed.	8	4.00		
1203	Mart, Tex.	Watson Hall	1-3 Fri.	8	3.40	No	No
1205	Wakefield, Mass.						
1206	Norwood, O.	E. Sherman Ave.	2-4 Tues.	8	4.40	Yes	Yes
1207	Charleston, W. Va.	I. O. O. F. Hall	Friday	8	3.60	No	Yes
1208	St. Louis, Mo.	Hebrew School Building	Thursday	8	5.00	Yes	Vbl.
1209	Newark, N. J.	48 Williams St.	1-3 Tues.	8	4.00		
1210	Salem, Mass.	71 Washington St.	Wed.	8	4.00	Yes	No
1211	Syracuse, N. Y.						
1212	Coffeyville, Kan.	Weenerling Building	Monday	8	4.00	Yes	No
1213	Mystic, Iowa						
1214	Walla Walla, Wash.	Labor Temple	Wed.	8	4.50	No	No
1215	Methuen, Mass.	I. O. O. F. Building	1st Friday	8	3.82	Yes	No
1216	Galt, Ont., Can.	Galt and Hespeler	1-2 Mon.	10	3.50	Yes	No
1217	Elm Grove, W. Va.	Hand's Hall	1-3 Wed.	8	4.00	Yes	Yes
1218	Ludlow, Ky.	Morley's Hall	2-4 Wed.	8	4.40	Yes	Yes
1219	Christopher, Ill.	Gill's Hall	Tuesday	8	3.60	No	No
1222	Hoboken, N. J.						
1224	Emporia, Kan.	327 Commercial St.	Monday	8	3.60		
1225	Sunnyvale, Cal.						
1226	Manistee, Mich.	Salt City Hall	1-3 Wed.	9	2.70	No	No
1227	Minot, N. D.	Carpenters' Hall	2-4 Wed.	10	4.00	No	No
1229	Deer Lodge, Mont.						
1230	Franklin, Mass.	Redmen's Hall	1st Mon.	8	3.28	Yes	Yes
1232	New Glasgow, N. S., Can.	Orange Hall	Thursday	9		No	No
1233	Detroit, Mich.	Cor. Sylvester and Gratiot Ave.	Tuesday	8	4.00	Yes	Part
1234	Girard, Ill.	Woodmen's Hall	Last Mon.	8	3.60	No	
1235	Warren, O.						
1236	Michigan City, Ind.	Burkhart Hall	2-4 Wed.	8	4.00	No	Yes
1238	Stratford, Ont., Can.						
1239	Fitchburg, Mass.	19 Clarindon St.	2-4 Wed.	8	3.50	No	No
1240	Jermyn, Pa.						
1241	Rochester, Pa.						
1242	Cleveland, O.	337 Superior Ave., West	1-3 Mon.	8	5.00	Yes	Yes
1243	Oneida, N. Y.	Garvin Hall	2-4 Wed.	8	3.00	No	No
1244	Montreal, Que., Can.						
1245	Newport, R. I.	185 Thames St.	Thursday	8	4.32	Yes	Yes
1246	Marinette, Wis.	Golden Eagle Hall	2-4 Wed.	9	3.60	No	No
1247	Laconia, N. H.	Carpenters' Hall	1-3 Thurs.	9	2.75		
1248	Batavia, Ill.	St. George's Hall	2-4 Thurs.	8	4.40	No	Yes
1249	Moncton, N. B., Can.						
1250	Homestead, Fla.	Carpenters' Hall	1-3 Sat.	8	3.50		
1252	Pittsburgh, Pa.	Friedel's Hall	1-3 Fri.	8	5.00	Yes	Yes
1253	Gladstone, N. J.						
1254	Harbor Springs, Mich.	Backus Hall	Wed.	9	4.05	No	No
1255	Chillicothe, O.	Cor. Second and Paint Sts.	2-4 Tues.	9	2.50	No	No
1256	Ticonderoga, N. Y.	Maxwell Block	Tuesday	9	3.15	No	No
1257	Silverton, Colo.	Wyman's Hall	1-3 Sat.	8	5.00	No	No
1258	Pocatello, Idaho	I. O. O. F. Hall	Tuesday	8	5.00		
1259	Monett, Mo.	Masonic Hall	1-3 Thurs.	8	3.60	No	No
1260	Iowa City, Iowa	Woodmen's Hall					
1261	Iilon, N. Y.	Polishers Hall	Friday	8	3.60		
1262	Chillicothe, Mo.	706½ Jackson St.	1-3 Wed.	8	3.20		
1263	Millbrook, N. Y.						
1264	Clifton, Ariz.	Carpenters' Hall	Thursday	8	4.50	No	No
1265	Monmouth, Ill.	Carpenters' Hall	Tuesday	9	4.05	No	Vbl.
1266	Fajardo, P. R.	Federation of Labor	1st Sun.	9	1.75		
1267	Worden, Ill.	Honerkamp Hall	1st Fri.	8	3.20	No	No
1268	Johnstown, N. Y.	Forresters' Hall	1-3 Tues.	8	3.00	No	No
1269	Warren, R. I.						
1270	Montreal, Que., Can.	Prince Arthur Hall	Saturday				
1271	Middleboro, Mass.	Robinson's Hall	1-3 Tues.	8	3.60	Yes	No
1272	Seattle, Wash.	64 Columbia St.	1st Wed.	8	5.00		
1273	Coraopolis, Pa.	Carpenters' Hall	1st Wed.	8	5.00		
1274	Plainfield, Ill.	G. A. R. Hall	2nd Mon.	9	3.60	No	No
1275	Clearwater, Fla.						
1276	Central Valley, N. Y.	I. O. O. F. Hall	1-3 Wed.	8	3.50	Yes	No
1278	Omaha, Neb.	Labor Temple	Tuesday	8	4.00	Yes	No
1279	Riesel, Tex.						
1280	Mountain View, Cal.						
1281	Abilene, Tex.	Labor Temple	Monday	8	4.00	No	No
1282	Salem, O.	H. M. C. Hall	Thursday	8	3.60		
1283	Caynas, P. R.			9	1.50		
1285	Allentown, Pa.	819 Ham St.	Tuesday	9	2.70	Yes	No
1286	El Centro, Cal.	Cor. 6th and Broadway	Monday	8	4.00	No	No
1287	New Bedford, Mass.	384 Acushnet Ave.	Tuesday	8	3.60	Yes	No
1288	Lisbon, O.	K. of P. Hall	2-4 Mon.	9	3.00		
1289	Seattle Wash.	Harris Hall	Monday	8	4.50	Yes	No
1290	Hillsboro, Ill.	Opera House Hall	2-4 Fri.	8	4.00	No	No
1291	Poteau, Okla.	Redmen's Hall	1-3 Fri.	8	4.00	No	No
1292	Huntington, L. I., N. Y.	Carpenters' Hall	Monday	8	3.60	No	Yes
1293	Michigan City, Ind.	Burkhart's Hall	2nd Thurs.	8	2.40	Yes	Yes
1294	Fall River, Mass.						
1295	Hornell, N. Y.						
1296	Mendota, Ill.						
1297	New Brunswick, N. J.	Peoples Nat. Bank Bldg.	1-3 Wed.	8	4.00	Yes	No
1298	Andover, Mass.						
1299	Ojus, Fla.						

L. C. No.	CITY AND STATE	MEETING PLACE	Meeting Night	Hours	Wages	Sat. $\frac{1}{2}$ Holl.	Agree- ment
1300	Wellston, O.						
1301	San Lorenzo, P. R.						
1302	Syracuse, N. Y.	Pearsalls Hall at Rockwell	2-4 Mon.	8	3.60	Yes	
1303	Port Angeles, Wash.	Aid Association Hall	Wed.	8	4.00	No	No
1304	Puerta de Tierra, P. R.						
1305	Fall River, Mass.	14 Market St.	Wed.	8	3.50	Yes	
1306	Barre, Vt.	Firemen's Hall	1st Tues.	9	3.00	No	No
1307	Evanston, Ill.	621 Davis St.	1-3 Mon.	8	5.60	Yes	Yes
1308	Lake Worth, Fla.	Cabinet Works Bldg.	Thursday	8	3.50	No	No
1309	French Lick, Ind.	Over Post Office	Monday	9	3.60	No	No
1311	Chenoa, Ill.						
1312	New Orleans, La.	111 Burgundy	Saturday	9	1.75 to 3.50	No	No
1313	Mason City, Iowa	Labor Temple	Tuesday	9	4.50	No	No
1314	Oconomowoc, Wis.	Royal Arcanum Hall	1-3 Wed.	9	4.05	No	Yes
1315	Riverbank, Cal.						
1316	Demopolis, Ala.						
1317	Indiana Harbor, Ind.	Union Hall	Monday	8	5.20	Yes	No
1318	Parrish, Ill.	Carpenters' Hall		9	2.00		
1319	Albuquerque, N. M.	A. O. U. W. Hall	Thursday	8	4.50	No	Yes
1320	Tacoma, Wash.	949 Market St.	Monday	8	4.00	Yes	No
1321	Balston Spa, N. Y.	I. O. O. F. Hall	1-3 Fri.	8	3.25		
1322	Waynesboro, Pa.						
1324	Nahant, Mass.	Old Town Hall	2-L. Wed.	8	4.00		
1325	Edmonton, Alta., Can.	Maccabee's Hall	1-3 Fri.	8	4.00	Yes	No
1326	Ely, Nev.	Carpenters' Hall	Tuesday	8	4.75	No	No
1327	Belmar, N. J.	Moose Hall	Wed.	8	3.50	No	No
1328	DeLand, Fla.	Woodmen's Hall	Saturday	8	3.28	Yes	Vbl.
1329	Kirkwood, Mo.	7318 Manchester Ave. Maplewood, Mo.	Thursday Wed.	8 9-10	5.00 2.00 to 3.00	Yes	Yes
1330	Grand Rapids, Mich.	7 Oak St.					
1331	Brattleboro, Vt.						
1332	Rio Piedras, P. R.						
1334	Pauls Valley, Okla.	City Hall	Thursday	8	3.20	No	No
1335	Seattle, Wash.	Carpenters' Hall	Monday	8	4.00	Yes	No
1336	Cape May, N. J.						
1338	Jonquieres, Que., Can.	Perron Building	Saturday	10	2.50	No	No
1339	Morgantown, W. Va.	Maccabee Hall	1-3 Mon.	9	3.25	No	No
1340	Fort Collins, Colo.						
1342	Augusta, Ga.	I. O. O. F. Hall	2-4 Fri.	9 $\frac{1}{2}$	3.32	No	No
1343	Redlands, Cal.	Eagles' Hall	1-3 Wed.	8	4.00	No	No
1344	Portage, Wis.						
1345	Buffalo, N. Y.	Ewing's Hall, Abbott and Triangle Sts.	Tuesday	8	4.00	Yes	No
1346	Witt, Ill.	Paisley Office	1-3 Mon.	9	4.05	No	No
1347	Brooklyn, N. Y.	854 Flatbush Ave.	Monday	8	4.50	Yes	No
1348	Cincinnati, O.	1313 Walnut St.	1-3 Thurs.	9	2.25	No	Yes
1349	Rockport, Mass.	Engineers' Hall	1st Mon.	8	3.64	Yes	No
1350	Holyoke, Mass.	Carpenters' Hall	1-3 Fri.	9	3.00		
1352	Grand Rapids, Mich.	No. 7 Oakes St.	Thursday	9	2.25	6 Mo.	No
1354	Ogdensburg, N. Y.	Carpenters' Hall	Tuesday	8	3.00	No	No
1355	Crawfordsville, Ind.	Elston's Nat. Bank	2-4 Fri.	9	3.15	No	No
1357	Clinton, N. Y.						
1358	Toronto, Ont., Can.						
1359	Kissimmee, Fla.						
1360	Montreal, Que., Can.	St. Joseph Hall	1-3 Mon.	9	3.15	Yes	
1361	McKinney, Tex.	K. of P. Hall	Wed.	9	3.00	No	Yes
1362	Chester, Ill.	Shroeder Hall	1-3 Thurs.	9	3.15	No	No
1363	Brownwood, Tex.						
1365	Cleveland, O.	Arch Hall	2-4 Tues.	9	3.37 $\frac{1}{2}$	Yes	Yes
1366	Quincy, Ill.	Labor Temple	2-4 Mon.	9	2.70	Part	Yes
1367	Chicago, Ill.	Division St. and N. Ash- land Ave.	Thursday	9	3.80		Yes
1369	Grand Rapids, Mich.	No. 7 Oak St.	Thursday	9	3.00	3 Mo.	No
1370	Bingham Canyon, Utah	Smith's Hall	Wed.	8	5.00	No	No
1371	Rockdale, Tex.	Woodmen's Hall	1st Mon.	8	3.00		
1372	East Hampton, Mass.						
1373	Flint, Mich.						
1374	Keyport, N. J.	Keough Hall	2-4 Tues.	8	3.75	No	
1375	Dominion Park, L. Q., Can.						
1377	North Buffalo, N. Y.	Niagara and Hamilton Sts.	Tuesday	8	4.00	3 Mo.	
1379	Somerville, Mass.	Liberty Hall	Tuesday	8	4.40	Yes	No
1380	Bedford, Ind.						
1381	Woodland, Cal.	I. O. O. F. Hall	2-4 Fri.	8	4.00	No	No
1382	Sharpsburg, Pa.	S. of V. Hall	1-3 Mon.	8	5.00	Yes	Yes
1383	Sarasota, Fla.	W. O. W. Hall	Monday	8	3.20	No	No
1384	Sheridan, Wyo.	Labor Temple	Wed.	8	4.80	No	No
1386	Grand Island, Neb.	I. O. O. F. Hall	2-4 Tues.	10	4.00	No	No
1387	Girardville, Pa.						
1388	Totenville, S. L., N. Y.	Vogel's Club House	Monday	8	4.00	Yes	Part
1389	Santurce, San Juan, P. R.						
1390	Saskatoon, Sask., Can.	Labor Temple	1st Wed.	9	4.50	No	No
1391	Reading, Mass.	Labor Lyceum	2-4 Tues.	8	4.00	Yes	No
1392	Sayreville, N. J.	People's Hall	2-4 Wed.	8	3.36		
1393	East Boston, Mass.	30 Hanover St.	Monday	8	4.00	Yes	Yes
1394	Fort Lauderdale, Fla.	Berryhill Hall	Friday	8	4.00		
1395	Fremont, Neb.	Frahm Block	Monday	9	3.60	No	Yes
1396	Golden, Colo.	Woolridge's Hall	2nd Wed.	8	4.40	No	No
1398	Sterling, Colo.	Court House Basement	1-3 Wed.			No	No

L. U. No.	CITY AND STATE	MEETING PLACE	Meeting Night	Hours	Wages	Sat. $\frac{1}{2}$ Hol.	Agree- ment
1399	Oklmulgee, Okla.	Labor Temple	Friday	8	3.50	No	No
1400	Santa Monica, Cal.	351 Broadway	Thursday	9-10	2.00		
1401	Buffalo, N. Y.				to 3.00	3 Mo.	Part
1402	Merritton, Ont., Can.	Union Hall	2-4 Wed.	8	3.40	No	Yes
1403	Watertown, Wis.	Hood Building	Thursday	8	3.60		
1404	Birmingham, Ala.	Broad and Wallace Sts.	Saturday	8	3.50	No	No
1405	Red Bank, N. J.	Walton Hall	Saturday	8	4.00	Yes	No
1406	Terrell, Tex.	Stanton Block	Friday	9	2.50		
1407	Perry, N. Y.	I. O. O. F. Hall	2-4 Tues.	8	5.00	Yes	No
1408	Redwood City, Cal.	30 Hanover St.	Monday	8 $\frac{1}{2}$	3.20		
1409	Logan, Utah				to 3.60	Yes	
1410	Boston, Mass.	Labor Hall	Thursday	8	3.50		
1411	Strawn, Tex.	Meskill Hall	Wed.	9	4.50	No	No
1412	Drumright, Okla.				to 4.50	No	No
1413	Paducah, Ky.	I. O. O. F. Hall	Wed.	8	3.60	No	No
1414	Bergenfield, N. J.						
1415	Ada, Okla.	Butler Hall	Tuesday	8	6.00		
1416	Prescott, Ariz.	P. O. Block	Friday	8	3.00		
1417	Tonopah, Nev.	Layton's Hall	Friday	9	3.00		
1418	Maynard, Mass.	Protection Hall	1-3 Wed.	8	4.00	Yes	No
1419	Johnstown, Pa.	West Colfax and Morrison Road	1-3 Sat.	8	4.80		
1420	Hastings-on-Hudson, N. Y.						
1421	Denver, Colo.	Labor Temple	Monday	8	4.00		
1422	Aquadilla, P. R.	8403 E. 14th St.	Thursday	8	5.00	Yes	No
1423	Corpus Christi, Tex.	Wiesner's Hotel	1-3 Mon.	8	4.50	Yes	Yes
1424	Oakland, Cal.	Union Hall	2-4 Mon.	8	3.60	No	No
1425	Coney Island, N. Y.	Forresters' Block	2-4 Wed.	8	3.50	No	No
1426	Elyria, O.	Carpenters' Hall	Wed.	8	3.20	No	No
1427	Lee, Mass.						
1428	Titusville, Fla.	Maccabee Hall	2-4 Tues.	8	4.00	No	Yes
1429	Marshall, Tex.	212 Bickford St.	Monday	8	3.60	No	No
1430	Tarentum, Pa.	Cor. 4th and D Sts.	Wed.	8	3.50	No	No
1431	El Reno, Okla.	Reed St.	Thursday	8	4.00	No	No
1432	Fairbury, Neb.	Maccabee Hall	Tuesday	9	3.00	No	No
1433	Moberly, Mo.						
1434	Whitehall, N. Y.	Borough Building	Monday	9	3.33	Yes	Yes
1435	Bangor, Pa.	Firemen's Hall, Dead- wood, S. Dak.	4th Fri.	8	4.00	No	No
1436	McAdoo, Pa.	Central Ave. Hall	Monday	9	4.05		
1437	Lead, S. D.						
1438	Canonsburg, Pa.	Ruch's Hall	Friday	8	3.60	Yes	No
1439	Augusta, Ga.						
1440	Englewood, N. J.	418 Kansas Ave.	1-3 Tues.	8	3.00	No	No
1441	Phoenixville, Pa.						
1442	Topeka, Kan.	Cor. 9th and Greenfield Ave.	2-4 Wed.	8	4.00	Yes	
1443	Albany, N. Y.	8 San Juan St.		12	1.25		
1444	Milwaukee, Wis.	Central Labor Hall	Wed.	9	3.60	No	
1445	Rio Grande, P. R.						
1446	Lansing, Mich.	180 Newark Ave.	2nd Sat.	10	3.00		
1447	San Juan, P. R.						
1448	Monterey, Cal.	Federation Libre	Saturday	10	1.00	No	No
1449	Jersey City, N. J.	510-145th St.	2-4 Thurs.	8	5.00	Yes	Yes
1450	Charlottesville, Va.	Painters' Hall	Friday	8	3.60	Yes	No
1451	Cabo Rojo, P. R.						
1452	New York, N. Y.						
1453	Morristown, N. J.						
1454	Tarpon Springs, Fla.						
1455	Westboro, Mass.						
1456	Lares, P. R.	Acevedo St.	L. n. in Mo.	10	1.25	No	
1457	Orion, Ill.	I. O. O. F. Hall	1st Sat.	10	3.00	No	No
1458	Bristol, Pa.	313 Walnut St.	Monday	8	3.00	No	No
1459	Stoneham, Mass.	U. S. W. V. Hall	1-3 Fri.	8	4.00	Yes	No
1460	Attleboro, Mass.	Smith and Dexter Hall ..	Tuesday	8	3.28		
1461	Frankfort, Ind.	Carpenters' Hall	Monday	9	3.60	No	No
1462	Buffalo, N. Y.	293 Sycamore St.	2-4 Fri.	9	2.70	Yes	Yes
1463	Lowell, Mass.	Carpenters' Hall	2-4 Fri.	9		Yes	No
1464	Northfield, Vt.	Bacon Block	1-2 Sat.	8	2.50		
1465	Beaufort, S. C.						
1466	Woodstock, Ont., Can.	Fitch Block	1-3 Mon.	8	3.28		
1467	Rockville, Conn.	Fruitvale Ave. and 12th St.	Saturday	8	5.00		
1468	Oakland, Cal.						
1469	Colfax, Iowa	Trades Council Hall	2-4 Fri.	9	3.15		
1470	Middletown, O.						
1471	Dolgeville, N. Y.						
1472	Walpole, Mass.						
1473	South Jacksonville, Fla.						
1474	Winnemucca, Nev.						
1475	Patchogue, N. Y.	K. of C. Hall	2-4 Mon.	8	3.50	No	No
1476	Visalia, Cal.	I. O. O. F. Hall	1-3 Sat.	8	4.50	No	Yes
1477	La Porte, Ind.	Carpenters' Hall	2-4 Thurs.	9	4.05	Yes	Yes
1478	Partage, Pa.	Miners' Hall	Friday	9	3.25	No	No
1479	Taunton, Mass.	St. Jean Baptist Hall	Friday	8	3.28	Yes	No
1480	Bridgeville, Pa.						

L. U. No.	CITY AND STATE	MEETING PLACE	Meeting Night	Hours	Wages	Sat. 1 Hol.	Agree- ment
1489	Burlington, N. J.	I. O. O. F. Hall	1st Wed.	8	3.00	Yes	Yes
1491	Spring City, Pa.						
1492	Hendersonville, N. C.	Carpenters' Hall		9	2.25		
1493	Pompton Lakes, N. J.	Midvale N. J.	1st Mon.	9	3.00	No	No
1494	Baton Rouge, La.						
1495	Yoakum, Tex.	K. of P. Building	Monday	8	3.60	No	No
1496	Fresno, Cal.	Carpenters' Hall	Wed.	8		No	Yes
1497	East Greenwich, R. I.	Carpenters' Hall	4th Wed.	8	3.28	Yes	Yes
1498	Fort William, Ont., Can.						
1499	Kent, O.	Bechtel's Hall	2-4 Mon.	9	3.60	No	Yes
1500	Meridian, Miss.	Suttle Building	Tuesday	9		No	No
1501	Marion, Mass.	Ball's Residence	1st Friday	8	3.60	No	No
1502	Cloverport, Ky.	Bank Building	3rd Sat.	9	2.00		
1503	Amherst, Mass.	K. of C. Hall	2-4 Fri.	8		No	No
1504	Jeannette, Pa.	Baughman Hall	2-4 Wed.	9	3.25		
1505	Berlin, N. H.	K. of C. Hall	1-3 Fri.	8	3.00	No	Yes
1508	Antigo, Wis.	I. O. O. F. Hall	2-4 Sat.	9	3.15	No	No
1511	Southampton, L. I., N. Y.	Forresters' Hall	2-4 Mon.	8		No	No
1512	Middletown, Conn.	C. L. U. Hall	2-4 Thurs.	8	3.25	No	No
1513	Schenectady, N. Y.	268 State St.	3rd Wed.	10	3.75	Yes	No
1514	Niles, O.	K. of P. Hall	2-4 Mon.	8½	3.60	Yes	Yes
1515	Caldwell, N. J.	Hasler's Hall	1-3 Mon.	8	3.60	Yes	Yes
1516	Salem, Mass.	71 Washington St.	2-4 Thurs.	8	3.50		
1517	Johnson City, Tenn.	Jr. O. U. A. M. Hall	Wed.	9	2.50	No	No
1518	Hope, Ark.	W. O. W. Hall	Wed.	9	3.15	No	No
1519	Milwaukee, Wis.	12th St. and Wine	2-4 Fri.	8	4.00	Yes	Part
1522	Cullman, Ala.	Catholic School Building	1-3 Fri.	9	2.70	No	No
1523	Rockford, Ill.	405 7th St.	1-3 Wed.	10		No	No
1524	Miles, Mont.	Werbaux Hall	2-4 Tues.	8	5.00	No	Yes
1525	Princeton, Ill.	Mystic Workers Hall	1st Thurs.	9	4.00		
1526	Denton, Tex.	Wright Building	Thursdays	8	3.00		
1527	Wheaton, Ill.	115 Main St.	1-3 Thurs.	8	4.80	Yes	Yes
1528	Wheeling, W. Va.	1506 Market St.	2-4 Fri.	8	3.76	Yes	Yes
1529	Kansas City, Kan.	741 Minnesota Ave.	Thursday	8	5.20	Yes	Yes
1531	Rockland, Mass.						
1532	Camden, N. J.	Mozart Hall	Wed.	8	4.40	Yes	Yes
1533	Higbee, Mo.	I. O. O. F. Hall	Monday	8	3.00	No	No
1534	Dayton, Wash.	Mathews' Shop	Wed.	8	3.50	No	No
1535	Arlington, Wash.	I. O. O. F. Hall	1-3 Tues.	8	4.00	No	No
1536	Hamilton, Mont.	County Bank Building	1-3 Mon.	8	5.00	No	No
1538	Miami, Ariz.						
1539	San Marcos, Tex.						
1540	Lebanon, N. H.	Redmen's Hall	1st Mon.	9	3.50	No	No
1541	Palestine, Tex.	New Labor Temple	Monday	8	4.00	No	No
1544	Coal City, Ill.	I. O. O. F. Hall	1st Tues.	9	3.60		
1545	Fraserville, Que., Can.	I. O. F. Hall	3rd Wed.	10	2.00	No	No
1546	Baltimore, Md.	Asquith and Lexington Sts.	Wed.	8	3.50		
1547	Ludington, Mich.	Eagles' Hall	2-4 Tues.	9	3.87½		
1548	New York, N. Y.	424 W. 49th St.	Tuesday	8	3.75	Yes	Yes
1550	Braintree, Mass.	Boot and Shoe Workers' Hall	2-4 Fri.	8	4.00	Yes	Vbl.
1551	Three Rivers, Mich.	K. O. T. M. Hall	2-4 Thurs.	9	3.00	No	No
1552	Salamanca, N. Y.	Carpenters' Hall	Tuesday	8	2.75		
1553	North Toronto, Ont., Can.						
1554	Mulberry, Kan.	Miners' Hall	1-3 Thurs.	8	4.00	No	No
1555	Niagara Falls, N. Y.	2006 Main St.	Wed.	9	3.78		
1556	Jerseyville, Ill.	Woodmen's Hall	1-3 Mon.	9	2.52	No	No
1557	Medina, N. Y.	Woodmen's Hall	1-3 Fri.	9			
1558	Tetereaultville, Que., Can.	189 Letourneux, Maisowneue	Friday	9-10	4.50	No	No
1559	New Athens, Ill.						
1560	Exeter, Cal.						
1561	Portland, Me.	439 Congress St.	Thursday	9	3.00	Yes	Yes
1562	North Wales, Pa.	Weingardner's Hall	1st-L. Tues.	9½	3.17	Yes	Yes
1563	Monessen, Pa.	Peoples Bank Building	1-3 Mon.	8	4.00	No	No
1564	Casper, Wyo.	Union Hall	Thursday	8	4.80	No	Yes
1565	New York, N. Y.	2229 1st Ave.	Monday	8	5.00	Yes	Yes
1566	Lawrence, Mass.	44 Park St.	1-3 Wed.	8	3.82	Yes	No
1567	Martins Ferry, O.	Shreve-Harvey Hall	1-3 Wed.	8	4.00		
1568	Minneapolis, Minn.	124 Wash. Ave., South	1-3 Tues.	9	3.15	Part	Yes
1569	Knoxville, Tenn.	C. L. U. Hall	4th Sat.	8	2.92	No	No
1570	Marysville, Cal.	3rd and High Sts.	Monday	8	4.50	No	No
1571	Ionias, Mich.	K. of P. Hall	1-3 Wed.	10		Yes	No
1572	McGill, Nev.						
1573	Boston, Mass.	30 Hanover St.	2-4 Wed.	8	4.56	Yes	No
1574	Florence, S. C.	Temperance Hall	2-4 Fri.	10	2.50		
1575	Three Forks, Mont.	I. O. O. F. Hall	1-3 Wed.	9	5.00	No	No
1576	Mechanicsville, N. Y.	Moore's Hall	2-4 Wed.	8	3.40	Yes	No
1577	Gardner, Mass.						
1578	Susanville, Cal.						
1579	Wareham, Mass.	K. of P. Hall	1st Mon.	8	3.28	No	No
1580	Milford, Conn.						
1581	Arcadia, Fla.	Lence's Residence	1-3 Mon.	8	3.25		
1582	Cincinnati, O.	I. O. O. F. Temple	Tuesday	8	4.40	Yes	Yes
1583	Chatham, Ont., Can.	I. O. O. F. Bldg.	1-3 Tues.	8-10		No	No
1584	St. Anne de Bellevue, Que., Can.	Town Hall	Last Mon.	10	3.00 to 3.50		
1585	Lawton, Okla.	324 D Ave.	Tuesday	8	3.60	No	Yes
1586	Milwaukee, Wis.	1420 Green Bay Ave.	2-4 Mon.	8	4.00	Yes	No
1587	Hutchinson, Kan.	307½ N. Main St.	Friday	8	3.20	No	No
1588	Sidney, N. S., Can.						

L. U. No.	CITY AND STATE	MEETING PLACE	Meeting Night	Hours	Wages	Sat. $\frac{1}{2}$ Hol.	Agree- ment
1589	Arecibo, P. R.	Federation Libre		8	1.50		
1591	Plymouth, Mass.	Forresters' Hall	2-4 Thurs.	8	4.00	Yes	No
1593	Concord, Mass.						
1594	Silver Springs, N. Y.	I. O. O. F. Hall	1st Thurs.	10	2.50		
1595	Conshohocken, Pa.	P. O. S. of A. Hall	Wed.	8	4.00	Yes	No
1596	St. Louis, Mo.	2228 Olive St.	Saturday	8 $\frac{1}{2}$	3.12	Yes	No
1597	Bremerton, Wash.						
1598	Baltimore, Md.	1234 E. Fayette St.	Thursday	9	2.50		
1599	Cushing, Okla.	Mason Hall	Wed.	8	4.00	No	Vbl.
1600	Newton, Mass.						
1602	Cincinnati, O.	McPherson Ave. and War- saw, Price Hill	2-4 Sat.	8	4.40	Yes	Yes
1604	McMechen, W. Va.	Old School House, 7th St.	1-3 Tues.	8	4.00	Yes	Yes
1605	Moscow, Ida.	Hardware Bldg., 3rd Floor	1-3 Sat.	8	4.00	No	No
1607	Orillia, Ont., Can.	A. O. U. W. Hall	1-3 Thurs.	10	2.50		
					to		
1610	Lowell, Mass.	Ruel's Building	Wed.	8	3.50	No	No
1611	Decatur, Tex.	L. D. Ratcliff Law Office	1-3 Sat.	9	3.60	Yes	No
1612	Los Angeles, Cal.	Labor Temple	Monday	8	4.00	No	No
1613	Newark, N. J.	201 Bruce St.	1-3 Wed.	8	4.00	Yes	No
1614	Brevard, N. C.	Fraternity Bldg.	Thurs.	9	2.25	No	No
1615	Cleveland, O.	3629 Sachett Ave.	1-3 Tues.	8	4.40	Yes	Yes
1616	Nashua, N. H.	St. John Baptist Hall	Friday	8	2.75	No	No
1618	Sacramento, Cal.	Labor Temple	Friday	8	4.00		
1619	Atlantic City, N. J.	I. O. O. F. Hall	1-3 Tues.	9	2.75		
1620	Rock Springs, Wyo.	Moak Hall	1-3 Tues.	8	4.00	No	Yes
1621	Lonsdale, R. I.	Whipple Hall	2-4 Wed.	8	3.60		
1622	Utica, N. Y.						
1624	Chariton, Iowa	A. O. U. W. Hall	Tuesday	9			
1625	Webster City, Iowa	Freeman Tribune Bldg.	2-4 Tues.	10	4.50	No	No
1626	Wallingford, Conn.	G. A. R. Hall	1-3 Mon.	8	3.60	3 Mo.	Yes
1627	Mena, Ark.	Tobacco Shop	2-4 Sat.	10	2.80	No	No
1628	Paris, Ark.	Elskin Hall	Wed.	9	2.70	No	No
1629	Haileyville, Okla.	City Hall	Thursday	8	4.00		
1630	Ware, Mass.	38 Main St.	1-3 Thurs.	8	3.00	No	No
1631	Benson, Neb.						
1632	San Luis Obispo, Cal.	Mission Hall	1-3 Fri.	8	4.00	No	No
1633	Mayaguez, P. R.						
1634	Big Spring, Tex.	W. O. W. Hall	2-4 Sat.	8	3.60	No	No
1635	Kansas City, Mo.	14th and Woodland	Wed.	8	5.20		
1636	Whiting, Ind.	St. John's Hall, 119th St.	1-3 Thurs.	8	5.20	Yes	No
1637	La Junta, Colo.						
1638	Elkhart, Ind.	Painters' Hall	2-4 Tues.	10	3.30	4 Mo.	No
1639	Sumner, Wash.		2-4 Wed.	8	3.50		
1640	San Francisco, Cal.						
1641	Lodi, Cal.						
1642	Snohomish, Wash.	I. O. O. F. Hall	Tuesday	8	4.00		
1644	Minneapolis, Minn.	Union Temple	2-4 Fri.	8	4.00	No	No
1645	Hull, Mass.	Sea View Hall	1-3 Wed.	8	4.00	Yes	No
1646	Winnipeg, Man., Can.						
1647	New York, N. Y.						
1648	Bisbee, Ariz.						
1649	Cedar Rapids, Iowa	Ben Hur Auditorium	2-4 Mon.	9			
1650	Lexington, Ky.	139 N. Broadway	Tuesday	9	4.05	No	No
1652	Charlotte, N. C.	1226 East 10th St.	Last Tues.	10	2.25	No	No
1653	North Cambridge, Mass.	2107 Mass. Ave.	Tuesday	8	4.56	Yes	No
1654	Mansfield, Mass.	Wilson's Hall	2-4 Thurs.	8	3.28		
1655	Sapulpa, Okla.	13 $\frac{1}{2}$ W. Dewey Ave.	Friday	8	3.60	No	No
1656	Gridley, Cal.	Taylor's Hall	1-3 Tues.	8	4.00	No	No
1657	Baltimore, Md.	309 S. Dorchem St.	1-3 Wed.	8	3.50	Yes	
1658	Grove City, Pa.	State Armory	Friday	8	3.75	No	No
1659	Bartlesville, Okla.	115 S. Johnston	Friday	8	4.00	No	No
1662	Buckner, Ill.						
1663	Bath, Me.	112 Front St.	1st Wed.	8	2.75	No	No
1664	Bloomington, Ind.	W. O. W. Hall	Friday	9-10	3.00		
					to		
1665	Alexandria, Va.	Cor. King and Royal Sts.	Thursday	8	3.50	No	No
1666	Kingsville, Tex.	Carpenters' Hall	Monday	8	4.00		
1667	Oakland, Cal.	Cor. 11th and Broadway	Saturday	8	5.00	Yes	No
1668	Buffalo, N. Y.	Main and Eagle Sts.	Monday	8	4.00		
1669	Cincinnati, O.						
1670	Ashland, Pa.	Keller's Hall	2-4 Mon.	9	3.33		
1671	East Boston, Mass.	19 Border St.	Monday	8	3.50	No	No
1673	Somersworth, N. H.	Forresters' Hall	1st Tues.	9	2.50		No
1674	Mariners Harbor, L. I. N. Y.	Bittels Hall, W. New Brighton	1-3 Mon.	8	4.00	Yes	Yes
1675	Breese, Ill.	City Hall	2-4 Wed.	8	3.00	No	Yes
1676	Caney, Kan.	Canary Building	Thursday	8	3.20	No	No
1677	Thorold, Ont., Can.						
1678	Peckville, Pa.						
1679	North Attleboro, Mass.						
1680	Allentown, Pa.	819 Hamilton St.	Tuesday	9	3.15	Yes	Part
1682	Anasco, P. R.						
1683	Forest City, Pa.	Redmen's Hall	1-3 Thurs.	8	3.20		
1684	Sherbrooke, Que., Can.	McKinnick Hall	2-Last Fri	9	2.25	No	No
1685	Palatka, Fla.						
1686	Arma, Kan.						
1687	Montgomery, Ala.	I. O. O. F. Hall	Saturday	10	2.00		
					to		
					2.50	No	No

L. U. No.	CITY AND STATE	MEETING PLACE	Meeting Night	Hours	Wages	Sat. 2 Hof.	Agree- ment
1688	Porterville, Cal.	I. O. O. F. Hall	1-3 Tues.	8	4.00		
1689	Berkeley, Cal.	7th and University Ave.	Thursday	8	5.00	Yes	No
1690	Baltimore, Md.						
1691	Coeur d'Alene, Ida.						
1692	Covington, Ky.	21st and Russell Sts.	1-3 Wed.	8	4.40		
1693	Chicago, Ill.	73 W. Randolph St.	Wed.	8	5.60	Yes	Yes
1694	Odin, Ill.						
1695	Providence, R. I.	98 Weybosset St.	2-4 Tues.	8	4.00	Yes	No
1696	Juncos, P. R.	Federation Hall	15-30 e. Mo.		1.50	No	No
1697	Modesta, Cal.						
1698	Savanna, Ill.						
1699	Manchester, N. H.	St. Jean Baptist Hall	Thursday	8	3.20		
1700	Wilton, Conn.						
1702	Watertown, S. D.						
1703	Latonia, Ky.						
1704	Atlantic City, N. J.	I. O. O. F. Hall	Monday	8	4.00		
1705	Nowata, Okla.	Carpenters' Hall	Monday	8	4.00	No	No
1706	Bamberg, S. C.	W. O. W. Hall	1-3 Wed.	10	3.50		
1707	Cornwall, N. Y.						
1709	Ashland, Wis.	F. O. E. Hall	1-3 Sat.	9	3.60	No	No
1710	Mill Valley, Cal.	Grethel's Hall	1-3 Thurs.	8	5.00	Yes	No
1711	Van Wert, O.	G. A. R. Hall	3rd Mon.	10	3.00	No	No
1712	Bicknell, Ind.	Winter's Hall	1-3 Mon.	8	4.00	No	No
1714	Tamaqua, Pa.	Raab's Hall	2-4 Tues.	9	3.33	Yes	Yes
1715	New York, N. Y.	42 W. 133rd St.	1-3 Fri.	8	5.00		
1716	Krebs, Okla.	Fee Building	1-3 Fri.	8	3.25		
1717	New York, N. Y.						
1718	Ennis, Tex.						
1720	Athens, O.	Redmen's Hall	Monday	8	3.36	No	No
1721	Lansford, Pa.	New Millars Hall	1-3 Mon.	9	3.33	Yes	Yes
1722	Baltimore, Md.						
1725	Daytona, Fla.	Union Hall	Monday	8	3.50	No	No
1726	Sandoval, Ill.	I. O. O. F. Hall	2nd Tues.	8	4.00	No	No
1727	North Chicago, Ill.	14th St. Hall	1-3 Tues.	8	5.60	Yes	Yes
1730	Neodesha, Kan.	204 S. 4th St.	Monday	8	3.20		
1731	Monongahela, Pa.	I. O. O. F. Hall	1-3 Fri.	8	4.00	No	Vbl.
1732	Economy, Pa.						
1733	New Bedford, Mass.	Carpenters' Hall	1-3 Fri.	8	3.60	Yes	No
1734	Canyon, Tex.	I. O. O. F. Hall	1-3 Fri.	8	4.00	No	No
1735	Prince Rupert, B. C., Can.	Carpenters' Hall	Wed.	8	5.00	No	No
1736	Valleyfield, Que., Can.	North Langevin Hall	1-3 Sat.	10	2.00	Part	No
1737	Hardwick, Vt.						
1738	Milton, Mass.	Johnson Hall	1-3 Mon.	8	4.56	Yes	Yes
1740	Providence, R. I.						
1741	Lake Placid, N. Y.						
1742	New Haven, Conn.	129 George St.	2-4 Mon.	8	4.00		
1743	Wildwood, N. J.	Journal Building	1-3 Thurs.	8	3.60	No	No
1744	Grand Mere, Que., Can.						
1745	Sesser, Ill.						
1746	Bradentown, Fla.	Anderson Stone Block	Saturday	8	3.20	No	No
1747	New York, N. Y.	201 East 125th St.	Monday	8	5.00	Yes	Yes
1748	Milwaukee, Wis.	Rehberg's Hall	Wed.	8	4.00	Part	No
1749	Webster, Mass.						
1750	Cleveland, O.	East 38th St., Cor. Scoville Ave.	Monday	8	4.40	Yes	Yes
1751	Sanford, Fla.	Eagles' Hall	1-3 Thurs.	8	3.00	No	No
1752	Rumford, Me.	128 Congress St.	Tuesday	8	3.00	No	No
1753	Lockport, Ill.	906 State St.	Thursday	8	4.80	No	Yes
1754	Canton, Mass.						
1757	Buffalo, N. Y.	Dom Polski Hall	Friday	8	4.00	Yes	No
1758	Dewey, Okla.						
1759	Chelyan, W. Va.	Carpenters' Hall	4th Mon.	9	3.00	No	No
1760	Lewiston, Me.	Jacques Cartier Hall	Monday	8	3.50	No	No
1761	Goldfield, Nev.	421 1st St.	2-4 Sat.	8	5.00	No	No
1762	Bucyrus, O.	Trades and Labor Hall	1-3 Thurs.				
1763	Glenwood Springs, Colo.						
1764	Aurora, Ill.	Scheberlane Hall	2-4 Tues.	9	2.70	No	No
1765	Orlando, Fla.	Carpenters' Hall	Tuesday	8	3.00	No	No
1766	Fostoria, O.	Kinsley Block	1-3 Tues.	9	3.15	No	Yes
1767	Lynn, Mass.	62 Monroe St.	2-4 Wed.	8	3.50	Yes	Yes
1768	Jacksonville, Tex.	Labor Hall	1-3 Sat.	8	4.60	No	No
1769	Gillespie, Ill.	Miners Hall	1-3 Thurs.	8	4.40	No	No
1770	Cape Girardeau, Mo.	Goodhope and Spreng Sts.	2-4 Mon.	9	3.00	No	No
1771	Eldorado, Ill.						
1772	Taunton, Mass.						
1774	Taft, Cal.	426 Center St.	1-3 Wed.	8	5.00	No	No
1775	Shawinigan Falls, Que., Can.	St. Joseph Hall	2-4 Fri.	9	2.50	No	No
1776	Lakeland, Fla.	Futch and Gentry Hall	Monday	9	3.00	No	No
1777	North Bend, Ore.	Eckhoff Building	Wed.	8	3.50	No	No
1779	Calgary, Alberta, Can.	Labor Hall	Friday	9	4.50		
1780	Fairbury, Ill.	Miners' Hall	1-3 Fri.	9	3.60	No	Yes
1781	Oakland, Me.	G. A. R. Hall	2-4 Tues.	8	2.75	No	No
1782	Newark, N. J.						
1783	Roundup, Mont.	Labor Union Hall	Tuesday	8	5.00	No	No
1784	Chicago, Ill.	1638 N. Halsted St.	Wed.	9	3.69	Yes	Yes
1785	Fort Lee, N. J.	Schlessers Hall	Thursday	8	3.60	Yes	No
1786	Chicago, Ill.	1126 W. 18th St.	Monday	9			
1787	Cayey, P. R.						
1788	Montreal, Que., Can.						
1789	Nome, Alaska						
1790	New York, N. Y.	69 St. Mark's Place	Tuesday	8	5.00	Yes	Yes

L. U. No.	CITY AND STATE	MEETING PLACE	Meeting Night	Hours	Wages	Sat. $\frac{1}{2}$ Hol.	Agree- ment
1791	Sturgis, Mich.	Eagles' Hall	2-4 Tues.	9	4.05	No	No
1792	Sedalia, Mo.	Labor Temple	Friday	9	3.60	No	No
1793	Three Rivers, Que., Can.	10 Bachen St.	2-4 Fri.	10	2.00	No	No
1794	Burlington, Vt.	Carpenters' Hall	Wed.	10	3.00	No	No
1795	Mishawaka, Ind.	Maccabee Hall	2-4 Fri.	9		3 No.	No
1797	Lebanon, Ind.	606 E. Elum St.	1-3 Tues.	9	3.15	No	No
1798	St. Thomas, Ont., Can.						
1799	Toronto, Ont., Can.	Douglas Hall	1-3 Mon.	8	3.60	Yes	No
1800	Albion, N. Y.	Bordwell's Block	Tuesday	9		No	No
1802	New Philadelphia, O.		Thursday	9			
1803	Plumfield, Ill.	Town Hall	1-3 Mon.	8	3.20		
1804	Fairfield, Iowa	Moose Hall	1-3 Tues.	10	3.50	No	No
1805	Detroit, Mich.	140 First St.	Tuesday	8	4.00		
1808	Liverpool, N. Y.						
1809	Alamosa, Colo.	Trades Assembly Hall	1-3 Wed.	8	4.00	No	No
1810	Robstown, Tex.						
1811	Monroe, La.	Moose Hall	Wed.	8	4.00	No	Yes
1812	St. Maries, Idaho						
1813	Milwaukee, Wis.	Reichenbach's Hall	2-4 Fri.	10	2.95	Yes	Yes
1814	Huntingburg, Ind.						
1815	Watseka, Ill.	M. W. A. Hall	1-3 Wed.	9	3.15	No	No
1816	Durant, Okla.						
1817	Nokomis, Ill.						
1819	Elma, Wash.	Eagle Hall	1-3 Thurs.	8	3.60	No	No
1820	Toronto, Ont., Can.	Labor Temple	1-3 Wed.	9	3.15	Yes	No
1821	Salisbury, N. C.						
1824	Boston, Mass.	30 Hanover St.	Tuesday	8 $\frac{1}{2}$	3.82		
1825	Vinita, Okla.						
1826	Boonville, Mo.	City Hall	2-4 Thurs.	8	3.00	No	No
1829	Deer Park, Wash.	Critzer's Building	1-3 Mon.	8	4.00	No	No
1830	Electra, Tex.						
1831	Arctic, R. I.	Crawford St.	1-3 Wed.	8	3.28	No	No
1832	Escanaba, Mich.		2-4 Wed.	9	4.05		
1833	Humacao, P. R.	Federation Libre		9	1.50		
1834	Detroit, Mich.	McDougal's Hall	Friday	8	4.00		
1835	Waterloo, Iowa	Carpenters' Hall	1-3 Fri.	8	4.00	No	No
1836	Russellville, Ark.	Trades Council Hall		8	2.80		
1837	Babylon, N. Y.	Sprague Hall	2-4 Mon.	8	3.50	No	No
1838	Conway, Ark.						
1839	East Providence, R. I.		1-2 Tues.	8	4.00		
1840	Medford, Ore.						
1841	Grand Forks, N. D.	K. of P. Hall	2-4 Tues.	10	4.00	No	No
1842	Scituate, Mass.	Town Hall		8	3.50	No	No
1843	Sanger, Cal.	Redmen's Hall	1-3 Thurs.	8	4.50	No	No
1844	Concordia, Kan.						
1845	Dunkirk, N. Y.						
1846	New Orleans, La.	Carpenters' Hall	Monday	9	3.15	No	No
1847	Savannah, Ga.						
1848	Victoria, B. C., Can.						
1849	Wilmington, Ill.	City Hall	1-3 Mon.	9	4.05	No	Yes
1850	Bridgeburg, Ont., Can.	Allan's Hall	1-3 Mon.	9	3.60	No	Yes
1851	Royalston, Ill.	City Hall	1-3 Fri.	8	3.60	No	No
1853	Frackville, Pa.	Seamen's Hall	Tuesday	9	3.37		
1855	Bryan, Tex.	Labor Temple	1-3 Mon.	8	3.60		
1856	Philadelphia, Pa.	Richmond St. and Indiana Ave.	2-4 Tues.	9 $\frac{1}{2}$	3.05	No	No
1858	Tuscaloosa, Ala.						
1859	Waterloo, Iowa	Carpenters' Hall	2-4 Tues.	9	2.79		
1860	Warsaw, Ind.	South Buffalo St.	2-4 Wed.	9	3.00	No	No
1861	Stillwater, Minn.	I. O. O. F. Hall	2nd Thurs.	10		No	No
1862	Cedar Falls, Iowa	I. O. O. F. Temple	2-4 Fri.	9	4.05	No	No
1863	Woodsfield, O.						
1864	Kansas City, Mo.	Labor Temple	2-4 Fri.	8	3.20	Yes	Yes
1865	Wilmington, N. C.	6th and Campbell Sts.	Thursday	10	2.00	Yes	No
1866	Hartford, Ark.	I. O. O. F. Hall	Friday	8	3.00	No	Yes
1867	Regina, Sask., Can.						
1868	St. Paul, Minn.	309 Wabasha St.	1-3 Wed.	9	3.15	No	Part
1871	Sheffield, Pa.	Cedarloft's Hall	1-3 Sat.	9	3.00		
1872	Comerio, P. R.	Federation Libre		10	1.50		
1873	Lawrenceville, Ill.	Huffman's Hall	2-4 Tues.	9	3.60		
1874	Denver, Colo.	1947 Stout St.	Tuesday	8	4.80	Yes	No
1875	Central City, Ky.						
1876	Millerton, N. Y.	I. O. O. F. Hall	1-3 Sat.	9	3.25		
1877	Pawtucket, R. I.	Carpenters' Hall	2-4 Tues.	10		Yes	No
1878	Mendham, N. J.						
1879	Amherst, N. S., Can.	Labor Temple	2nd Mon.	10	2.10	No	No
1880	Carthage, Mo.	Redmen's Hall	Tuesday	8	3.20	No	No
1881	Holyoke, Mass.						
1882	Strathcona, Alta., Can.						
1883	McComb, Ill.	Brooking Building	Monday	9	3.60	No	No
1885	Paris, Tex.	Labor Hall	Monday	8	3.60	No	No
1886	Guthrie, Okla.	101 W. Harrison St.	Tuesday	8	3.20	No	No
1887	Geneseo, Ill.						
1889	Downers Grove, Ill.	G. A. R. Hall	1st Fri.	9	4.50	Yes	Yes
1890	Carmel, Cal.						
1891	Brenham, Tex.	I. O. O. F. Hall	Friday	8	3.50	No	No
1892	Shelbyville, Ill.	Fackett Building	2-4 Sat.	9	3.00		
					to		
					3.50	No	No
1893	Savannah, Ga.	Huntington St.	1-3 Mon.	8	2.70		
1894	Perry, Iowa	Carpenters' Hall	2-4 Mon.	9	4.05	No	No
1895	McLeansboro, Ill.	Carpenters' Hall	1-3 Thurs.	9	2.70	No	No

L. U. No.	CITY AND STATE	MEETING PLACE	Meeting Night	Hours	Wages	Sat. & Hol.	Agree- ment
1896	Lawrence, Mass.	Franco-American Hall	2-4 Tues.	9 ³	2.30	Yes	No
1897	Toledo, O.	Swiss Hall	4th Wed.	9	2.55	No	Yes
1898	Girard, Kan.	Socialist Hall	Monday	8	4.00	No	No
1899	Hobart, Ind.	Town Hall	Friday	8	4.00	Yes	No
1900	Penns Grove, N. J.						
1901	Weir, Kan.						
1905	Kincaid, Ill.	Village Hall	2-4 Wed.	8	4.00		
1906	Vinton, Iowa	Over Woods' Cigar Store.	Wed.	9	3.60	No	No
1907	Greenville, Ky.						
1910	Tomah, Wis.						
1911	Fulton, Mo.	Maugh's Hall	2-4 Thurs.	8	3.60	No	No
1912	Montrose, Colo.			8	4.00		
1913	Vista Grande, Cal.	Socialist Hall	Monday	8	5.00	Yes	No
1914	Stratford, Conn.	Socialist Hall, Bridgeport, Conn.	3rd Wed.	10	2.65	No	Yes
1916	East San Diego, Cal.	Woodmen's Hall	Wed.	8	4.00		
1917	Phoenix, N. Y.	Betts Block	2-4 Fri.	9	3.60		
1920	Bauf, Alta., Can.	229 Beaver St.	Saturday	9	4.50	No	No
1921	Hempstead, L. I., N. Y.						
1922	Chicago, Ill.						
1923	Kerens, Tex.						
1924	Pasco, Wash.						
1925	Columbia, Mo.	Thilo Building	Friday	8	4.00	No	No
1928	Roseville, Cal.	Johnson Hall	1-3 Fri.	8	4.00	No	No
1930	Portsmouth, R. I.	Owl Club Hall	1st Wed.	8	4.32	Yes	No
1931	Childress, Tex.	Labor Hall	Thursday	8	3.60	No	Yes
1933	Dyersburg, Tenn.						
1934	Kenova, W. Va.	Lovins Hall	Wed.	9	3.15	No	No
1935	Huntington, Ark.	City Hall		8	3.00		
1936	Sand Springs, Okla.	School Building	1st Thurs.	8	4.00		
1937	Portland, Ore.	Labor Temple	Wed.	8	4.00	Yes	No
1938	Crown Point, Ind.	Over Westernmans Store	1-3 Tues.	8	4.50	Yes	No
1940	Toledo, O.	Swiss Hall	2-4 Tues.	9	3.00	3 Mo.	No
1941	Gurabo, P. R.						
1942	International Falls, Minn.						
1943	Henryetta, Okla.	Morgans Building	Monday	8	4.00		
1945	Westport, Conn.	Arion Hall	1-3 Tues.	8	3.44		
1947	Atchison, Kan.	Cor. 7th and Kan.	1st-L. Tues.	9	4.05		
1948	Ames, Iowa	230 Main St.	1-3 Fri.	9	4.50	No	No
1949	Lewistown, Mont.	Union Hall	Monday	8	5.00	No	No
1951	Prince George, B. C., Can.						
2500	Akron, O.	32 N. Main St.	2-4 Tues.	9	3.60	No	No
2501	Boston, Mass.						
2502	Boston, Mass.	164 Hanover St.	1-3 Mon.	8	4.40	Yes	
2503	Boston, Mass.	Otterfield, Dorchester, Mass.	Friday	8	4.56	No	
2504	Buffalo, N. Y.						
2505	Chicago, Ill.						
2506	Chicago, Ill.	63rd and Halsted Sts.	2-4 Tues.	8		Yes	
2507	Evanston, Ill.	613 Davis St.	1-3 Thurs.	8	5.60	Yes	
2508	Cleveland, O.	737 Prospect Ave.	2nd Sat.	8	4.40	Yes	Part
2509	Cleveland, O.	55th and Woodland Ave.	2-4 Mon.	8	4.40		
2510	Cleveland, O.	337 W. Superior St.	2-4 Tues.	8	4.40		
2511	Cleveland, O.	1472 W. 25th St.	1-3 Tues.	8	4.40	Yes	Yes
2513	Detroit, Mich.						
2515	Jersey City, N. J.	642 Newark Ave.	1-3 Wed.	8	4.50	Yes	No
2516	Los Angeles, Cal.	Labor Temple	2-4 Fri.	8	4.00		
2518	Harrison, N. J.	Labor Lyceum	Monday	8	4.00	Yes	No
2519	Newark, N. J.	Williams St.		8	4.00		
2522	New Rochelle, N. Y.						
2523	New York, N. Y.	444 Willis Ave.	2-4 Sat.	8	4.50	Yes	No
2524	Brooklyn, N. Y.	118-120 Myrtle Ave.	2-4 Mon.	8	4.50	Yes	Yes
2526	New York, N. Y.	100 W. 24th St.	2-4 Mon.	8	5.00	Yes	Yes
2527	New York, N. Y.	100 W. 24th St.	Saturday	8	5.00	Yes	Yes
2528	New York, N. Y.	100 W. 24th St.	2-4 Sat.	8	5.00	Yes	Yes
2530	New York, N. Y.						
2532	Berkeley, Cal.						
2533	Oakland, Cal.	Carpenters' Hall	2-4 Tues.	8	5.00	Yes	Yes
2535	Paterson, N. J.	Labor Lyceum	2-4 Mon.	8	3.80		
2537	Philadelphia, Pa.	19 N. 11th St.	Monday	8	4.40	Yes	Yes
2539	Philadelphia, Pa.						
2541	Pittsburgh, Pa.	Cor. Webster Ave. and 6th St.	1-3 Fri.	8	5.00	Yes	Yes
2543	Portland, Ore.						
2544	Providence, R. I.	98 Weybossett St.	2-4 Wed.	8	4.00	Yes	No
2546	Reno, Nev.						
2547	Richmond, Va.						
2548	Rochester, N. Y.						
2549	Sacramento, Cal.	Labor Temple		8	5.00		
2550	St. Louis, Mo.	S. E. Cor. Newstead and Tinney	2-4 Mon.	8	5.00		
2552	Salt Lake City, Utah						
2553	San Diego, Cal.						
2554	San Francisco, Cal.	Building Trades Temple	Friday	8	5.00	Yes	No
2555	San Francisco, Cal.	Building Trades Temple	Friday	8	5.00	Yes	
2556	San Francisco, Cal.	Building Trades Temple	Monday	8	5.00	Yes	No
2557	San Francisco, Cal.						
2558	San Francisco, Cal.	Building Trades Temple	2-4 Mon.	8	5.00	Yes	No
2559	Seattle, Wash.	Labor Hall	1-3 Fri.	8	4.50		
2560	Stamford, Conn.						
2562	Tuxedo, N. Y.	Currie's	Monday	8	4.00		
2563	Washington, D. C.						

L. U. No.	CITY AND STATE	MEETING PLACE	Meeting Night	Hours	Wages	Sat. $\frac{1}{2}$ Hol.	Agree- ment
2564	White Plains, N. Y.						
2565	Yonkers, N. Y.	24 N. Broadway	2nd Wed.	8	4.50	Yes	No
2566	Bayonne, N. J.						
2600	Belleville, Ont., Can.						
2601	Brandon, Man., Can.	Secretary's Home	2-4 Tues.	10	5.00	No	No
2602	Brantford, Ont., Can.						
2603	Burlington, Ont., Can.						
2604	Calgary, Alta., Can.						
2605	Central Park, B. C. Can.						
2607	Edmonton, Alta., Can.						
2610	Ft. William, Ont., Can.	Labor Hall	1-3 Mon.				
2611	Guelph, Ont., Can.	Trades and Labor Hall	1-3 Tues.	10	3.25	No	No
2612	Hamilton, Ont., Can.	Bricklayers' Hall	Friday	8	3.20	Yes	No
2614	Lethbridge, Alta., Can.						
2615	London, Ont., Can.						
2617	Montreal, Que., Can.						
2619	Montreal, Que., Can.	3 Craig St., East	2-4 Fri.	9			
2620	Moose Jaw, Sask., Can.						
2621	Nanaimo, B. C., Can.						
2623	New Westminster, B. C., Can.						
2624	Niagara Falls, Ont., Can.	Lands Hall	2-4 Fri.	8	3.60		
2625	North Bay, Ont., Can.						
2627	Oshawa, Ont., Can.						
2629	Port Arthur, Ont., Can.						
2630	Preston, Ont., Can.						
2631	Regina, Sask., Can.						
2632	St. Catharines, Ont., Can.	Masons Hall	2-4 Thurs.	8	3.44	Yes	Yes
2633	Sault Ste Marie, Ont., Can.	Cullis' Hall	1st Mon.	10	4.00	No	No
2634	Simcoe, Ont., Can.	Culver Hall	1-3 Thurs.	10	3.00	No	No
2635	Sudbury, Ont., Can.						
2639	Toronto, Ont., Can.	Labor Temple	Monday	8	3.60		
2641	Toronto, Ont., Can.	Congress Hall	2-4 Thurs.	8	3.60	Yes	No
2642	Toronto, Ont., Can.	167 Church St.	Monday	8	3.60	Yes	Yes
2643	Toronto, Ont., Can.	Ketcham's Mission Hall	Monday	8		Yes	No
2644	Toronto, Ont., Can.						
2645	N. Vancouver, B. C., Can.						
2646	N. Vancouver, B. C., Can.	Staples Hall	1-3 Tues.	8	4.25	Yes	No
2647	Vancouver, B. C., Can.	Labor Temple	1-3 Tues.	8	4.25	Yes	No
2651	Victoria, B. C., Can.	Labor Hall	2-4 Thurs.	8	4.25	Yes	No
2653	Welland, Ont., Can.						
2654	Whitby, Ont., Can.						
2655	Winnipeg, Man., Can.						
2656	Winnipeg, Man., Can.	Labor Temple	2-4 Fri.	9	4.95		
2657	Winnipeg, Man., Can.						
2658	Saskatoon, Sask., Can.						
2659	Hamilton, Ont., Can.	De Grew's Hall	Thursday	8	3.20	Yes	No

DISTRICT COUNCILS

Birmingham, Ala.							
Mobile, Ala.	59 St. Michael St.	2-4 Fri.					
Bay Counties, Cal.	Building-Trades Temple	Wed.	8	5.00	Yes	No	
Los Angeles, Cal.	Labor Temple	Saturday	8	4.00	No	No	
Maritime Bay, Cal.	70 Folsom St., San Francisco, Cal.	E. O. Tues.					
Sacramento, Cal.	Labor Temple	Wed.					
San Diego, Cal.	Labor Temple	1-3 Thurs.	8	4.00	Yes	No	
Santa Clara Valley, Cal.	Labor Temple, San Jose, Cal.	Wed.					
Denver, Colo.	1947 Stout St.	1-3 Wed.	8	4.80	Yes	No	
Bridgeport and Vicinity, Conn.	1119 Broad St.	Monday	8	3.75	Yes	No	
New Haven, Conn.	1173 Court St.	Friday	8	4.00	Yes	No	
Washington, D. C.	425 G St., N. W.	Wed.					
Duval County, Fla.	163 W. Bay St.	Friday	8	3.00	No	Vbl.	
East Coast, Fla.	1404 1/2 Ave. D, Miami, Fla.	2-4 Sun.					
Tampa, Fla.	1110 1/2 Franklin St.	Thursday					
Savannah, Ga.	22 Whitaker St.	Tues.	8-10	2.70	No	No	
Savannah River, Ga.	Labor Hall, Augusta, Ga.	1-3-5 Fri.			No	No	
Chicago, Ill.	73 W. Randolph St.	Saturday	8	5.60	Yes	Yes	
De Kalb County, Ill.	Sycamore and De Kalb, Ill., alternately	2nd Wed.					
Du Page County and Vicinity, Ill.	Madison St. and Western Ave., Chicago, Ill.	1st Sat.	8	4.40	Yes	Yes	
Fox River Valley, Ill.	Aurora, Batavia and St. Charles, Ill., alternately	1st Wed.	8	4.40	No	Yes	
Illinois Valley, Ill.	LaSalle, Peru, Spring Valley and Depue, Ill.	1st Sun.	8	4.00 and 4.40	No	Yes	
Peoria, Ill.	109-111 S. Adams St.	4th Mon.	8-9	3.15 to 4.80	Part	Vbl.	
Rock River, Ill.							
Saline County, Ill.							
Tri City, Ill.	Industrial Home Building	Wed.					
Will County and Vicinity, Ill.	101 Jefferson St., Joliet, Ill.	1-3 Fri.	8-9	4.05 to 4.80	No	Yes	
Marion County and Vicinity, Ind.	Cosmos Castle, Indianapolis, Ind.	Tuesday	8	4.40	Yes	Yes	
Lake County and Vicinity, Ind.	I. O. O. F. Hall, Hammond, Ind.	Tuesday	8	5.20	Yes	No	
Cedar Rapids, Iowa							
Dubuque, Iowa	Carpenters' Hall	1st Fri.	8-10		No	No	

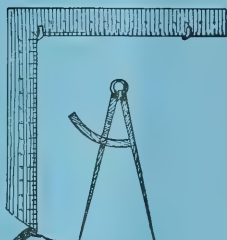
L. U. No.	CITY AND STATE	MEETING PLACE	Meeting Night	Hours	Wages	Sat. & Hol.	Agree- ment
Tri-City, Iowa		Labor Temple, Omaha, Neb.	Friday				
Tri-City, Iowa		Industrial Home Building, Davenport, Iowa	Wed. 1st Fri.	8	4.00	No	No
Pittsburg and Vicinity, Kan.		1228 Walnut St., Cincin- noti, O.	Friday	8	4.80	Yes	Yes
Hamilton County, O., and Ken- ton and Campbell Counties Ky.		111 Burgundy	1-2 Fri.	9		No	No
New Orleans, La.		Fairington Block	2-4 Fri.				
Portland, Maine		Park Ave. and Fayette St.	Tuesday				
Baltimore, Md.		Pittsfield, Mass.	4th Sun.				
Berkshire County, Mass.		30 Hanover St.	1-3 Thurs.	8	4.56	Yes	No
Boston and Vicinity, Mass.		14 Market St.	2-4 Mon.	8	3.52	Yes	Yes
Fall River and Vicinity, Mass.		Carpenters' Hall	Tuesday	8	4.00	Yes	Yes
Holyoke and Vicinity, Mass.		Saunders Block	2-4 Thurs.	8	3.82	Yes	No
Lawrence and Vicinity, Mass.		Carpenters' Hall	Tuesday				
Lowell, Mass.		62 Monroe St.	2-4 Fri.				
Lynn and Vicinity, Mass.		U. S. W. V. Hall, Stone- ham, Mass.	2-4 Fri. Thursday				
Middlesex, Mass.		Oliver Building	2-4 Thurs.	8	4.40	Yes	No
New Bedford, Mass.		251 Washington St.					
Newton and Vicinity, Mass.		724 Washington St.	2-4 Wed.				
New York, New Haven and Hart- ford, Mass.		Franklin, Mass.					
Norfolk County, Mass.		Carpenters' Hall, Stough- ton, Mass.	1st Sun. 1-3 Mon.	8	4.00	Yes	No
North Bristol, Mass.							
Northern, Mass.		Poland Hall, Norfolk Downs	1-3 Tues.	8	4.00	Yes	No
North Shore, Mass.		Carpenters' Hall, Hing- ham, Mass.	1-3 Thurs. Monday	8	4.00	Yes	Vbl.
Quincy, Mass.		C. L. U. Hall	2-4 Wed.	8-9	3.28	Yes	No
South Shore, Mass.		Room 7, Jones Block	Monday				
Springfield, Mass.		20 Madison St.					
Taunton, Mass.		7 Oakes St.	Tuesday	8-9		No	No
Worcester and Vicinity, Mass.		Trades and Labor Hall	1-3 Mon.				
Grand Rapids and Vicinity, Mich.		Federation Hall, Saginaw, Mich.	1st Fri.				
Muskegon, Mich.		162 Randolph St., Detroit, Mich.	Thursday				
Tri County, Mich.							
Wayne County, Mich.		1921 University Ave., St. Paul, Minn.	Monday	8	4.00	No	Part
Twin City, Minn.		Labor Temple	1-3 Tues.	8	5.20	Yes	Yes
Kansas City and Vicinity, Mo.		2228 Olive St.	Tuesday	8	5.00	Yes	Vbl.
St. Louis, Mo.		Labor Temple, Omaha, Neb.	Friday	8	4.00	Yes	No
Tri-City, Neb.		1017 Elm St.	2-4 Mon.	8	3.20	No	No
Manchester, N. H.		Illinois and Atlantic Aves., Atlantic City, N. J.	1-3 Wed.				
Atlantic County, N. J.		I. O. O. F. Hall, Hacken- sack, N. J.	2-4 Thurs.	8	3.60	Yes	No
Bergen County, N. J.		709 Elizabeth Ave.	Monday				
Elizabeth, N. J.		332 Hoboken Ave., Jersey City, N. J.	Friday	8	4.50	Yes	No
Hudson County, N. J.							
Lehigh Valley and Slate Belt, N. J.		Brighton Hotel Hall, Beth- lehem, Pa.	1-3 Wed.				
Montclair and Vicinity, N. J.		Harris Hall, Bloomfield, N. J.	2-4 Mon.	8	4.00	Yes	No
Newark, N. J.		48 Williams St.	Thursday				
Passaic, N. J.		Vickers Hall	Wed.	8	3.60	Yes	No
Paterson, N. J.							
Philadelphia and Vicinity, N. J.		142 N. 11th St., Phila- delphia, Pa.	Thursday				
Summit, Madison, and Spring- field, N. J.		Mechanics' Hall, Summit, N. J.	2-4 Thurs.	8	3.60 3.25	Yes	Yes
Albany, N. Y.		Beaver Block	1-3 Tues.	8-9	to 4.00	Part	No
Batavia, N. Y.		Labor Temple	2-4 Fri.				
Buffalo and Vicinity, N. Y.		12-14 E. Eagle St.	Wed.	8	4.00	3 Mo.	Part
Elmira, N. Y.		200 E. Water St.	2-4 Tues.	8	3.25	No	Yes
Greensburg and Mt. Pleasant, N. Y.							
Mohawk Valley, N. Y.		Trades Assembly Hall, Lit- tle Falls, N. Y.					
Greater New York, N. Y., and Vicinity		142 East 59th St.	1-3 Wed.				
Niagara County, N. Y.		North Tonawanda and Lockport, alternately	Thursday	8	3.60	Part	No
Niagara Falls, N. Y.		2207 Main St.	2-4 Tues.	8-9	3.60 to 4.00	Part	Yes
North Hempstead, N. Y.							
Port Chester and Vicinity, N. Y.		18 Adde St.	Tuesday				
Monroe County, N. Y.		100 Reynolds Arcade, Rochester, N. Y.	Alt. Wed.	8	3.00 to 4.00 3.50	Part	Yes
South Shore, N. Y.				8			

L. U. No.	CITY AND STATE	MEETING PLACE	Meeting Night	Hours	Wages	Sat. $\frac{1}{2}$ Hol.	Agree- ment
Syracuse, N. Y.		134 W. Onondaga St.	2-4 Fri.	8	4.00	Yes	Yes
Troy and Vicinity, N. Y.		Labor Temple	1-3 Tues.	8	4.00	Yes	Yes
Westchester County, N. Y.							
White Plains, N. Y.		110 Main St.	1-3 Thurs.				
Yonkers, N. Y.		15 Warburton Ave.	1-3 Fri.	8	4.50	Yes	Yes
Hamilton County, Ohio, and Ken- ton and Campbell Counties, Ky.		1228 Walnut St., Cincin- nati, O.	Friday	8	4.80	Yes	Yes
Cleveland, Ohio		337 Superior Ave., N. W. ...	Thursday	8	4.40	Yes	No
Dayton and Vicinity, O.		Room 1, 25 N. Main St.	1-3-5 Mon.	8	4.00		
Ohio Valley, O.		1506 Market St., Wheel- ing, W. Va.	2-4 Wed.	8	4.00	Yes	Yes
Summit County, O., and Vicinity		Carpenters' Hall, 32 Main St., Akron, O.	1-3 Thurs.	9	3.60 to 4.05 4.00 and	No	No
Pacific Coast Maritime				8	5.00	No	No
Oregon				8	4.00	Yes	No
Portland, Ore.		Labor Temple	Friday	8			
Beaver Valley, Pa.		Building Trades Hall, New Brighton, Pa.	2-4 Mon.	8	4.00	Yes	Yes
Delaware County, Pa.		I. O. O. F. Hall, Media, Pa.	1-3 Wed.	8	3.60	Yes	No
Erie County, Pa.		C. L. U. Hall	Monday	8	3.60	No	Yes
Lehigh Valley and Slate Belt, Pa.		Brighton Hotel Hall, Beth- lehem, Pa.	1-3 Wed.				
Lower Anthracite Region, Pa.		Columbia House, Tamaqua, Pa.	1st Wed.				
McKeesport, Pa.		Soles Hall	1-3 Wed.				
Monongahela, Valley, Pa.		I. O. O. F. Hall, Charleroi, Pa.	2-4 Fri.				
Montgomery County, Pa.		Trust Company Building, Norristown, Pa.	1-3 Mon.	8	2.80 to 4.40	Yes	No
Philadelphia and Vicinity, Pa.		142 N. 11th St.	Thursday	8	4.40	Yes	Yes
Pittsburgh and Vicinity, Pa.		Labor Temple, Pittsburgh, Pa.	1-3 Tues.	8	5.00	Yes	Yes
Wyoming Valley, Pa.		Simon Long Building, Wilkes-Barre, Pa.	1-3 Mon.	8	3.40	No	No
San Juan, Porto Rico							
Newport, R. I.		185 Thames St.	1-3 Tues.	8	4.32	Yes	Yes
Providence, Pawtucket and Cen- tral Falls, R. I.		152 Weybossett St.	Friday	8	4.00	Yes	No
Charleston, S. C., and Vicinity		Carpenters' Hall	Friday	9	3.00	Part	No
Columbia, S. C.							
Knoxville, Tenn.		702½ Gay St.	3rd Thurs.				
Memphis, Tenn.		Carpenters' Hall	Monday	8	4.00	Yes	No
Jefferson County, Tex.		Carpenters' Hall, Port Arthur, Tex.					
		Assembly Hall, Beaumont, Tex.	4th Sun.	8	4.00 3.60 to	Part	No
Salt Lake City and Vicinity, Utah		Labor Temple	2-4 Tues.	8	5.00 3.50	Yes Part	No Part
Burlington, Vt.		Carpenters' Hall	Tuesday				
Pacific Coast Maritime				8	4.00 and 5.00	No	No
Washington							
Seattle, King County and Vicin- ity, Wash.		Carpenters' Hall	Thursday				
Tacoma and Pierce County, Wash.		949 S. Market St.	Al. Mon-Th.	8	4.00	Yes	No
Ohio Valley, W. Va.		1506 Market St., Wheel- ing, W. Va.	2-4 Wed.	8	4.00 2.40 to	Yes	Yes
LaCrosse, Wis.		Limit Hall	L. Thurs.	8	3.60 4.00	No Yes	Part
Milwaukee County, Wis.		Brisbane Hall, Milwaukee, Wis.	2-4 Tues.	8			
Rock River, Wis.							
Edmonton, Alta., Canada		Mechanics' Hall	4th Wed.	8	4.00	Yes	No
Vancouver, B. C., Canada		Room 208 Labor Temple ..	2-4 Thurs.	8	4.25	Yes	No
Victoria, B. C., Canada		Labor Temple	Monday				
Winnipeg, Man., Canada		Labor Temple	2-4 Thurs.	9	4.95	Yes	No
Brantford, Ont., Canada		Union Hall	1st Fri.				
Frontier, Ont., Canada		Labor Temple, Welland, Ont., Can.	1-3 Thurs.				
Hamilton, Ont., Canada		Bricklayers' Hall	Alt. Fri.	8	3.20	Yes	No
Toronto, Ont., Canada		Labor Temple	2-4 Wed.	8	3.60	Yes	No
Waterloo County, Ont., Can. and Vicinity		Co-operative Hall, Preston, Ont., Can.	2nd Wed.				
Montreal, Que., Can.		417 Ontario St., East	Wed.	9-10	2.50 to 4.50	Part	No
Saskatoon, Sask., Can.		Labor Temple	1st Wed. 2nd Thurs.				
Pacific Coast Maritime							
Bay		70 Folsom St., San Fran- cisco, Cal.	Alt. Tues.				

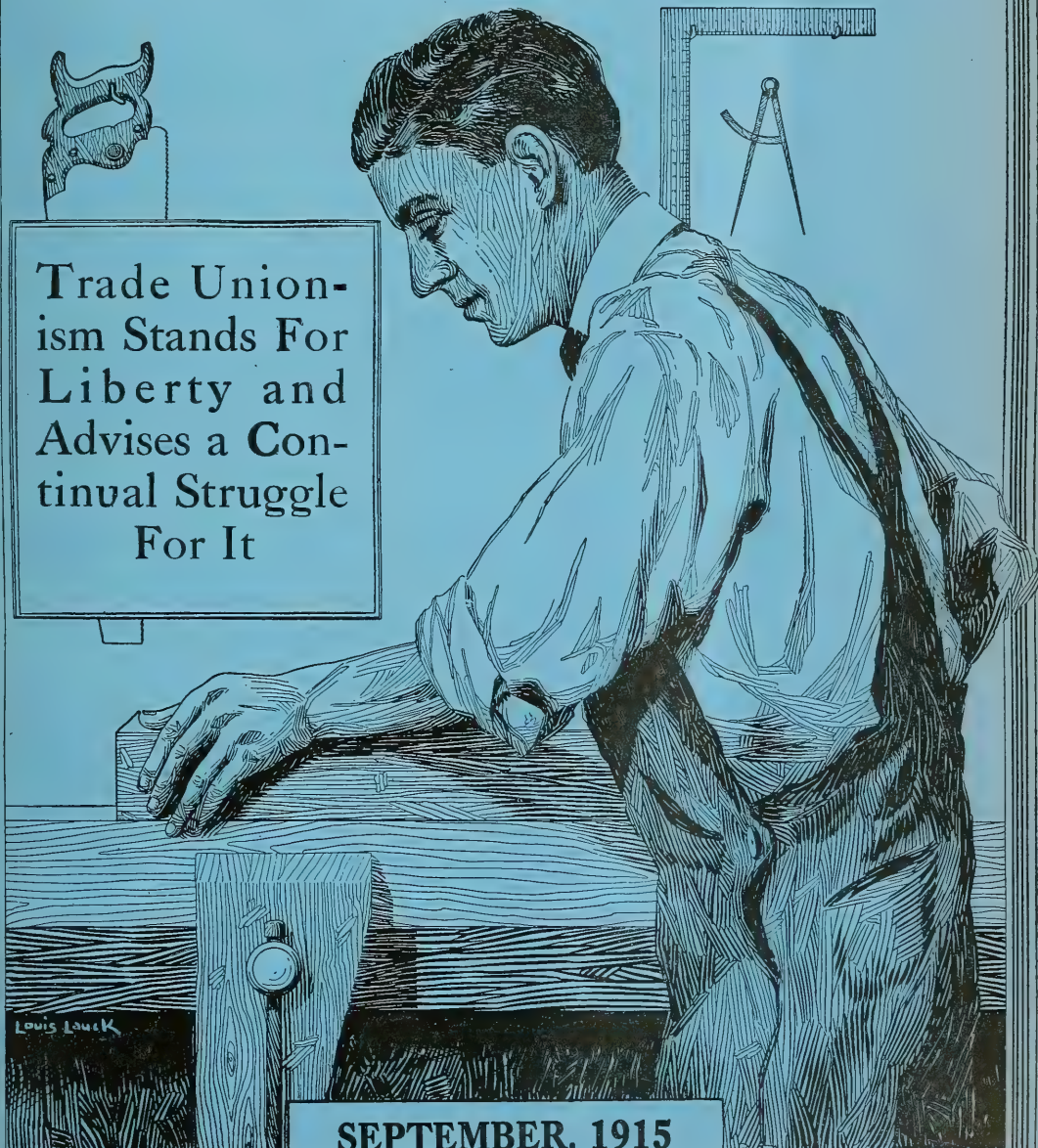
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The CARPENTER



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tinual Struggle
For It



SEPTEMBER, 1915

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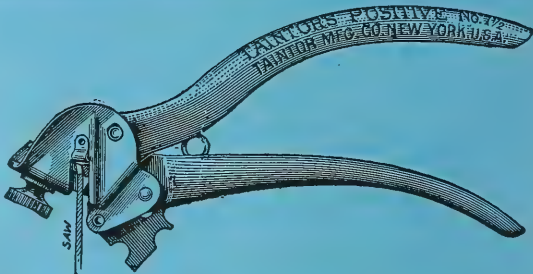
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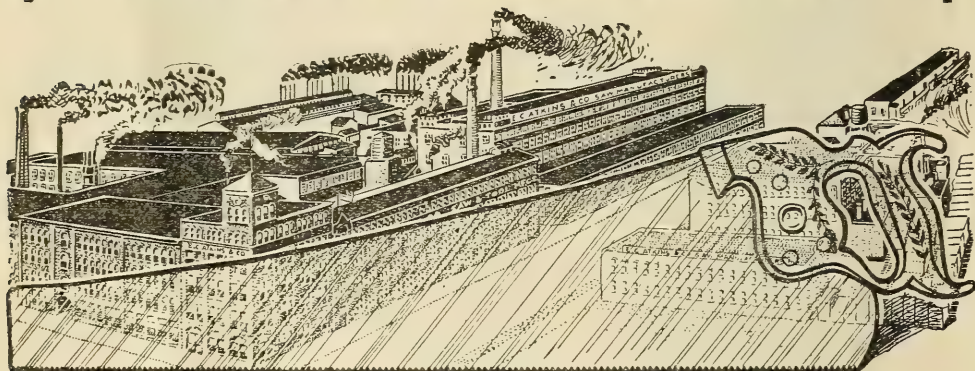
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INDIANAPOLIS, INDIANA



THE CARPENTER

A Monthly Journal for Carpenters, Stair Builders, Machine Wood Workers,
Planing Mill Men, and Kindred Industries.

Entered July 22, 1915, at Indianapolis, Indiana, as second class mail matter, under the Act of
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Volume XXXV—No. 9
Established in 1881

INDIANAPOLIS, SEPTEMBER, 1915

One Dollar Per Year
Ten Cents a Copy

THERE'S SOMETHING WRONG

ARTHUR GOODENOUGH

There's something wrong when a few can feast
On viands dainty and vintage red,
When many shiver by fireless hearths
And clamorous thousands cry for bread.

There's something wrong when the rich can
wear
Silks and laces and jewels fine ;
While the poor to rags and to husks are heir,
And feed as the prodigal did—with swine !

There's something wrong when a few can
dwell
In mansions of marble carved fair
While housed in hovels with rotting roofs
The toilers struggle with life's despair !

There's something wrong when the children
spin
Their small lives into the thread they make ;
Or weave their hopes by the shuttle's din
Till the small hands ache and the small
hearts break !

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AN INTERESTING EPOCH IN OUR DEVELOPMENT*

(By D. P. Rowland, Sixth General President.)



STATEMENT of some of the "difficulties with which I had to contend while serving as General President" no doubt will be of interest to our mem-

bers who know very little of the trials and perplexities with which we had to contend in the early days.

My difficulties began when I was installed as General President by my worthy predecessor Brother Shields. Up to that time and for several years after, the general officers were nominated and elected by the delegates in attendance at the convention. To say that I was surprised at being elected to the highest office within the gift of the Brotherhood is expressing it very mildly. I attended the Detroit convention in 1888. It was my first venture, and more in order to see how the business of the organization was transacted than anything else. The two co-delegates from my city, without my knowledge or consent, decided to place me in nomination for the office. I endeavored to decline but they insisted that I keep silent and let the Cincinnati district remain in the race at least. I stayed in the "race" as they called it, and was elected on the second ballot. But I did not fully realize what I was up against until later on. However, I decided to do my duty to the best of my understanding without fear or favor! During the early days there was no salary attached to the office, and when on the road for the organization we only received \$2.50 per day; \$1.50 for hotel and traveling expenses. I remember very distinctly that when ordered to go anywhere the route was mapped out very plainly. I invariably received orders to start on the trip at night, to save time, and nearly every time I was sent on the road I was compelled to look for another job upon my return.

The scarcity of funds in those days required the closest economy and I was besieged with letters insisting that I use my influence with our General Secre-

tary and Executive Board relative to the payments of death and disability claims. On my return from the Detroit convention I was flooded with letters and telegrams of congratulation on the recognition obtained for Cincinnati by my election. I answered them all in good faith; but at the next conventions both Chicago and St. Louis, I declined the nomination each time. At that period there were only thirty cities obtaining the eight-hour day and my home city was still working ten hours. My work required me to leave the house at five o'clock each morning. When it got too dark to see any longer we quit and I generally got home again about 7:30 p. m., and then nearly always found from ten to twenty letters waiting for me to answer at once!

The radical changes made in the constitution, together with the misunderstood amalgamation with the United Order of Carpenters of New York City caused me to be flooded with letters that needed careful attention in answering and constant reference to the old and new constitutions, as well as to the proceedings of the two previous conventions.

Out of our 464 Locals, only seventy-six were represented at Detroit. Consequently nearly all of the 388 not represented there failed to see the advisability of changing our title, which they claimed had grown dear to them during the hard fought battles of the past, gaining the recognition of other building crafts as well as those of other lines. I had to take pains to explain the circumstances and conditions that were made plain to the convention and which led the delegates in attendance to agree to the terms of amalgamation as submitted from headquarters. I gave them my assurance that if the membership would go to work in earnest to strengthen the new title as they had the old one, that the next convention would develop results which would surprise them. My prediction proved to be correct and I

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have always appreciated the efforts that were afterward made by some of those who were so dissatisfied at the change of name. I have had the pleasure of meeting some of them since and they expressed themselves perfectly satisfied with the name, having realized that the prefix "United" added to our former title, had at least succeeded in making us stronger in name and prestige with other crafts as well as with the general public. The increase of 25,353 in membership during my term of office was mainly the result of almost the entire membership working with renewed vigor, and as it was all done gratis too much credit cannot be given "the old wheel horses" for the sacrifices made and the results obtained.

While looking up some data among my records I came across the first constitution printed by the Brotherhood in 1882; English and German combined with the due cards inside, issued November, 1882. I also found my first due card, issued April 2, 1882, 1883, 1884, and 1885 and a copy of the first Ritual printed. The due cards are quite different from those now in use. During the winter months we paid 25c per month; from May to December, 1883, 50c per month; from April to December, 1884, we paid 35c per month and at that time we thought the dues were high. The death benefits were \$250, beginning with January 1, 1883. The disability benefits were \$100.

One thing I did while serving as General President looked arbitrary at the time, but turned out to be a strong factor in our advancement and I have always congratulated myself for doing it. Up till then the Executive Board was selected from the locals within ten miles of headquarters (then in Philadelphia.) I had met them and knew they were local men well acquainted with conditions in their own district. They requested me to go to Chicago on April 18, 1890, and endeavor to adjust the strike in progress in that city. After visiting Chicago and getting the facts in the case, I found the men were making a grand fight and so notified the Board.

They, however, notified me my telegraph to have the men go to work wherever the bosses were willing to pay the wages, regardless of any agreement. I realized that being on the "field of battle" and familiar with the conditions I was better able to judge and decide what was best to do than they who were hundreds of miles away and only knew of the situation by correspondence and even then not all of the details.

I wired them that to comply with their order would disrupt the strike and injure the organization in Chicago (see my report to Chicago convention five months later). I know that my action in the matter was the climax of the efforts being made for several years to secure the creation of a national or General Executive Board. We had made several efforts prior to that time, all of which failed. My report on this matter was endorsed at the Chicago convention and when the Vice-Presidents were elected they were to assume the duties as an executive board. This plan of a general board has given better satisfaction as we now get all information direct from men familiar with the conditions existing in the various districts and all are represented, and California can't say to us now: "Turn the cow's head around the other way a while?"

The matter of an old age pension has been a hobby of mine for years and while I do not expect to live long enough to benefit by it, I take this opportunity to say to the young men: Take it up now and push it through so that when you arrive at my age you will not be left out in the cold as we older ones are. Last of all, I take this opportunity to say that we, as members of the U. B., owe a debt of deep gratitude to the widow and children of deceased Brother P. J. McGuire. We know that he laid the foundation for our organization and carried us over the rough road to success. I have visited his home and found his wife busy assisting him in his work, even up to midnight. I was informed by her that she always helped him with the work and loved to do it and while I have not seen her for years, I consider

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Mrs. McGuire and her family worthy of all the assistance we can possibly give them, not as charity, but as a partial recompense for services rendered. I say in conclusion, may God bless the men who take the matter up and prove to the

world at large that we are really a United Brotherhood of Carpenters and Joiners of America.

*(Brother Rowland's article was intended for use in the 34th Anniversary number as one of the series of recollections of living past-General Presidents but was received too late for publication.)

WORDS OF ENCOURAGEMENT

(By Margaret Scott Hall.)

"The world would sleep if things were run
By men who say "It can't be done."



NCE it would have been thought impractical and impossible to systematically organize the laboring people. Today our craft alone makes a practical demonstration of what consistent effort can accomplish in any line of endeavor. The trade union is a brilliant success.

The brotherhood of man is no longer a vain possibility; it is a dream come true, a vision realized. It has been made a glorious reality. In the experience of unionism, theories have been tested and the principle of "do unto others as we would have them do unto us" has been worked out in real life. It has been made practical and proves wholly good.

It has been said that "there are two sides to every subject—an inside and an outside." The inside of unionism is that tenacity of purpose which lives up to its claims and professions each day. The outside is in public opinion and sentiment. In reality, the labor union is a militant constructive organization, its purpose to ameliorate the condition of the workers.

Thirty-four years of existence have furnished plenty of hard facts corroborating the good things imputed to the U. B. of C. & J. of A. September of this year finds the body as an organization larger, stronger, and more firmly established than ever before.

At no period in its turbulent history has this particular union been in better shape to cope with a critical situation. The general depression and uncertainty felt in commercial as well as in labor circles have been proportionately hard

on all concerned. Through it all union labor has been sensibly optimistic, looking only to a continuation of the progress which it has experienced in the past.

Each organized craft feels its own individual responsibility for the advancement of labor's cause.

The United Brotherhood of Carpenters and Joiners of America has cheerfully shouldered its part in the great work of organization. It has gallantly, loyally, courageously met the unusual demands made upon it and has thereby succeeded in keeping abreast of the times. Considering that all unions have been more or less affected by the general business depression it is to be congratulated on being able to resist any reduction in wages. In a short while longer let us hope that conditions will adjust themselves and accustomed prosperity be resumed. Reports from conventions have not been discouraging, but show conclusively that in this country organized labor has not slackened in its good work. A survey of the situation is gratifying alike to new members and to old; to beginners in the primary class of unionism just learning the meaning of unity and the practice of its obligations, and to the veterans who laid the firm foundation and helped to build thereon the great organization of our craft—the United Brotherhood of Carpenters and Joiners of America.

Beyond the highest expectation of its promoters, the gain in members and efficiency through the years continued at a surprising rate. Education and agitation have been constant, and have borne splendid fruit. A legitimate and wholesome gratification attaches to any difficult task successfully performed.

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Hence, our particular branch of the labor movement does not hesitate to rejoice in well merited progress. Our pride of achievement is altogether justifiable as results prove beyond dispute.

Through adversity as well as prosperity, the movement has steadily progressed. There is a vital reason for this. Under earnest and efficient leadership the high standard of our union has been established beyond question. The business of the U. B. extends over a wide field and could have been successfully conducted only by the ablest generalship and the most accurate economic financiering.

It is not to be wondered at that we take a pardonable pride in the work for humanity that labor's organization has accomplished, and that our part in the work has been no insignificant one.

Unionists the world over rejoice in the good that has been done.

Thousands and ten of thousands of wage earners and their families have reason today to bless the trades union for its influence on their lives. For the personal improvement of the workers and for the betterment of working conditions, nothing has ever been so effective as organization.

Words of encouragement never come amiss. Through organization the dark clouds that have so long shadowed industrial life are gradually clearing away. Whatever comes it is well to look for the brightest and best, and always remember:

"This world that we're a-livin' in
Is mighty hard to beat,
We get a thorn with every rose
But aint the roses sweet!"

WHY WE REFUSE TO WORK WITH NON-UNION MEN

(By Frank Duffy.)



THE question "Why union men refuse to work with non-union men" is a mooted one. It has been discussed from time to time from all view-points and angles. Some people seem to think union men have no right to take such action. It must be remembered, however, that there are two sides to every question and this one has its two sides.

Nothing educates men and gives them more confidence in their fellow beings than constant association with one another through organization. In this way, they know each others wants—share each others anxieties—contribute to each others necessities and learn that the trouble of their fellow men today may be their own tomorrow. Together they can strive for the attainment of the same objects—standing solidly together they win; otherwise, they invariably lose.

Through labor organizations the wage workers improve themselves and overcome the evils they have to contend with. Ancient history backs us up in this statement. From the Earonai of

Greece and the Collegia of Opithecum of Rome down through the Teutonic and then the English Guilds, the liberties we have and are now enjoying, were given to the world. If it were not for organization working men would be reduced practically to slavery.

Workmen organize for self-protection, for better working conditions, for increased wages, for shorter hours, for sanitary homes and work shops—for better things generally. In doing so they not only protect themselves in their daily toil and every-day life, but they protect those who are not members of their organization as well. They naturally expect their co-workers to join with them in obtaining these things.

Now, on the other hand. In times of trouble, strikes, and lockouts, the non-unionist takes the place of the unionist—works any hours, under any conditions and at any pay, thus making it more difficult for the unionist to win out.

The non-unionist acts the part of the strike-breaker and allows himself to be used as a club by the employers to defeat the trade unionist. When the trouble is over and normal conditions

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again prevail, he enjoys the increase in wages and the reduction in hours of toil won by the union men.

He is not entitled to these things. He did not establish them. He did not even help in any way to establish them. He opposed them. They, therefore, don't belong to him by any means. They belong solely to the union man, and when a man takes that which is not his, he is not looked upon as an honest man. It is quite natural then that union men who have sacrificed time and money, and stinted and starved themselves and their families in order to establish better conditions should feel offended not only at the lack of sympathy of the non-union men, but their positive refusal to assist them in obtaining concessions for their mutual benefit and protection.

It is quite natural, too, for the union men to feel resentful toward the non-union men in their determination to re-

main out of the union—thereby leaving them free to continue their despicable work of strike-breaking and keeping the wage workers ground down. It is hardly possible under these conditions that union men will take kindly to, and work with, non-union men without raising objections of some kind. Therefore when non-union men are found working on a job the union men absolutely refuse to work with them. Such action is said to be un-American and inhuman, but let me ask—Is it un-American to ask and fight for increased wages, better working conditions and the like? Is it inhuman? Nothing of the kind.

Those who have not the spirit of self-defense in their make-up are not worthy of better things and should be shunned. They are shunned and proof of it is shown when the union man refuses to work with them.

THE STORY OF THE CHICAGO STRIKE

(By John H. DeYoung, B. A. of L. U. 434.)

The twelve weeks' strike of the carpenters of the Chicago district has ended. Sixteen thousand laboring men, in a trade in which perhaps more labor and knowledge is required of the average mechanic engaged in that branch of building construction work than in any other building trade, have been forced to strike for twelve long weeks in contention for a living wage they should have been granted without argument.

It is true there were other points involved than the wage question, but it is also true that if the Arbitration Board of the Contractor's Association had at any time before or during the strike offered us the wage, 70c per hour, which we have now established, the strike would either not have occurred or would have ended quickly. This board maintained its stand to the last hour that the carpenters would never reach 70c per hour. Let me say that never since the lockout of 1900 have they considered or offered an increase to our organization, every advance having

been secured through either a strike or after long arbitration and effort.

The arbitration board of the contractors and the board of our organization, composed of five men from each organization, began their meetings and arbitration of all points just prior to the first of January, 1915. Practically no progress was made, the only result being an offer of the old wage, 65c an hour, for three years. This was submitted to a referendum vote of our membership and almost unanimously rejected, returns being in on March 13, 1915.

The contractors claimed that no advance could or would be granted, at least for the first year, but finally made a proposition of 65c per hour for eighteen months and 67½c for eighteen months following. This was rejected by our District Council, as the referendum vote on our individual agreement was in progress.

In view of the average wage of the building trades in Chicago, amounting to 71¼c an hour, this individual agree-

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ment, accepted by our members by practically unanimous vote, April 4, 1915, was presented to the independent contractors. It called for 70c per hour for the first year, 72½c the second year and 75c the third year. Our business agents immediately canvassed their districts accepting signatures and about one thousand were secured prior to the strike, which commenced on Friday, April 16, 1915.

We were at that time entirely willing to accept arbitration from any reliable or trustworthy source. Arbitration conducted by the state board would have been and was acceptable to us. Just prior to May 8th, an aldermanic committee received our support, but were unable to approach the contractors. Bear in mind that for the first six weeks of the strike that was our position, while the contractors were absolutely opposed to arbitration.

On June 5th our council, on the invitation of Mayor Thompson, decided to accept arbitration, though on the wage scale only. The other points and conditions involved we felt could be better adjusted between ourselves and the contractor's association, but as the wage question was the paramount issue (though the question of restriction of material used was equally important) we left it, in the interests of building prosperity and peace, to a decision by arbitration, one member of the board to be chosen by us, one by the contractors and the third man to be agreed on by those two. James Kirby, our International President, was chosen as our representative, Mr. Gindele, President of the Building Construction Employer's Association, for the contractors, and Mr. Lindquest of the Central Trust Co., a banker, as the umpire.

This board met on Friday, June 11, but seemingly misunderstood its powers. It was distinctly stated in our letter of acceptance to Mayor Thompson and inasmuch as that letter was sent on the previous Monday, the contractors should also have so understood it, that wages only would be arbitrated. It seems the board would not proceed on that basis

The men were ordered back to work pending the board's decision. On the following evening, Saturday, June 12, our District Council declared the order was beyond the power of the board and of no effect. During the following week a referendum vote was taken whether this board should be given full power to act or settle all points in contention. Again an almost unanimous vote rejected this proposition.

By this time some sixteen hundred or more contractors had signed our individual agreement, among them some forty members of the association. Members of the association, were, with few exceptions, under bonds which prohibited them from signing under penalty of forfeiture of the bond (from \$500 to \$1,500.) When the situation reached this point, the association began to realize that they did not control the carpenter labor of Chicago. Then they were willing to arbitrate!

In the last two weeks of the strike, the material interests finally took decisive action and practically shut off building supplies. But it must not be thought that this action of itself caused a settlement. It was, however, an opportunity for us to get together with them, a presumably neutral body.

Our organization was on record now against arbitration. Why? First, because we were convinced it would not get us 70c an hour and second, because the scale of 70c was already established without arbitration. In support of this statement, note that over two-thirds of all building work was already under our control and wage. I stated in a previous article in your paper that but for the millmen's strike our strike would have been already won. That strike was now settled and but for the action of the material men we would have been receiving the support of the millmen, even as they received our support to the last hour. That we were unable to assist the millmen further in the elimination of Article 3 will always be a source of regret to the outside carpenter. But to go back to arbitration: Would it have been fair to the 11,000 men of our craft

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then employed to submit their wage to a possible reduction? By the way, the contractors' question the number of men employed. Of 16,000 union carpenters, in the last week of our strike, even with most supplies cut off, we had but 4,480 men on our strike list and drawing strike-pay.

However, our council, at a special meeting Wednesday evening, July 7, decided to meet the material men with a committee composed of one delegate from each local of the Chicago district, which committee would have full power to act. Such a committee we judged would fairly represent the sentiment of the entire district.

On Friday, July 9, after a preliminary meeting in the morning, we met the material men at 2 p. m. in the Illinois Brick Co.'s offices in the Conway building. It is not my purpose to weary your readers with the whole story of that sixteen-hour battle. We found by 5 p. m. that the committee was too unwieldy (29 carpenters and 14 material men) and agreed to allow our own arbitration board of five men and five men chosen by the material men to retire and conduct the arguments and report back to the main committee for decisions on each point. Mr. Gindele, who had full power to act for the contractors, and Mr. Craig, Secretary of the Building Construction Employer's Association, were admitted to the meeting.

Four main points were at issue:

- 1.—Wages.
- 2.—Article 3 (On restriction on use of materials.)
- 3.—Termination of agreement.
- 4.—Articles 10 and 11 (On control over all classes of contractors—association, union or independent.)

After hours of argument and many conferences and reporting back and forth, we agreed to sign the uniform agreement, which was already signed by twenty-four other building trades. As this agreement contains Article 3 and provides for the expiration of all agreements on May 31, 1918, those two points were thereby settled. It was not until about 3 a. m. that the wage scale

and Articles 10 and 11 were finally adjusted. These articles provide for registration of all contractors with the Arbitration Board (of contractors and union), each contractor receiving a certificate as evidence that he is a recognized contractor. A union contractor secures this without cost and remains a union man without restrictions.

So our contention for 70c per hour was at last accepted, after perhaps the greatest strike in the history of the carpenters' union. In this connection, I wish to state that our business agents reported practically eighty per cent of Association contractors as favoring that scale. We were continually urged to submit all offers to the referendum. We held three votes, all with the same result. At no time did the contractors follow their own advice. Why not? They left all matters entirely to five men. I leave it to the reader to place the blame for the duration of the strike.

I could say much in defense of points now lost, of the splendid spirit of our men, of their sacrifices and willingness to assist each other. They submitted to a 10c an hour assessment and paid it. We heard no murmuring during the three months, had no trouble and no desertions. We even had no occasion for a meeting of our trial board, as no charges were preferred against our members for violations, none at least being reported.

To those who may think 70c an exorbitant rate, I'll simply say that our average wage will now be but \$20.00 to \$22.00 per week, surely not too much!

We have increased our wage 40c per day, have upheld our principles and strengthened unionism, have increased the spirit of brotherhood among our members, a most essential need, and I believe all our fellow union men and countless friends agree we have fought a good and profitable fight.—The Suburban, South Chicago.

All ambitions are lawful except those which climb upward on the miseries or the credulities of mankind.—Joseph Conrad.

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THE WORLD'S FIRST UNION

(By H. B. Moyer.)



WITH the possible exception of a few isolated clay-eaters in the Tennessee mountains, nearly everybody is aware that Adam and Eve have been planted beneath the sod for a number of years. Not many folks recall, however, that they were the original charter members of the world's first union. Mayhap they carried no cards, but what did it matter? In all probability they carried no marriage certificate, either, but they were very much married for all that.

Brother Adam, so history tells us, was a sort of a carpenter-tailor, in that he specialized in nailing together fig leaf costumes for himself and family; and inasmuch as he was his own boss—that is as much so as any married man can be—it is reasonable to suppose that he worked only union hours. Certain it is that he never took another man's job, or helped a greedy employer to prune down wages.

When our great-great-greatly-great grandpap toiled he drew down the proceeds himself. No Mr. Hoggenheimer dipped in and took out a fat rake-off from Brother Adam's spoils. Nay! When Adam plucked ten cocanuts, ten cocanuts found their way into the family larder. Some folks may remark at this juncture that Adam must have died a rich man, but there is no evidence to show that he died with other than the leaves on his back. And it wasn't a question of lack of time in which to accumulate wealth that kept Adam from becoming an Adam Rockefeller because as a matter of fact he lived to the fairly comfortable old age of nine hundred and eighty and two-third years.

But even had Adam become rich, no one else would have suffered in consequence. No, all evidence runneth to the effect that our respected greatly-great granddad was a fair and square old boy. Not only did he never smoke a non-union made cigar, but he wore no sweat-shop nor prison manufactured clothes nor

boots, and drank nothing mixed by a non-union dispenser of liquid refreshments.

The fact that Eve eventually induced our late brother to nibble at the forbidden fruit tends to substantiate our suspicion that she was boss of the establishment. At all events there are lots of women today who seem to feel that they have inherited something in the way of supreme rule over man from that source. Be that as it may, we have yet to learn that Adam permitted Eve to use any child-labor-made brooms, or that she used any of the several breakfast foods that now help to pad out union labor's black list on her table. It is quite possible, of course, that Eve didn't want to make use of any of the articles in question, and it is not improbable that if she did want to use them she would have done so, despite Adam's protest. All this, however, is quite beside the question. No evidence has ever been produced to show that Eve wasn't a strong advocate of union label goods, so it is only fair that we should continue to look upon Adam's wife as a model woman in that respect, at least, and one well worthy of being the helpmate of a fair-minded man like her husband.

Authorities differ as to just what effect the eating of the fatal apple had on the human race which has sprung up since the days of Eden, so no one is safe in advising modern Adams and Eves to follow in the footsteps—or rather teeth-marks—of their long departed ancestors when it comes to eating fruit. Those of us who can get possession of fruit—that is, those of us who can procure the wherewithall to buy it—must eat it as we see fit. With apples selling at a dime a piece and peaches eight cents a look, there isn't much danger of many folks getting into trouble on the fruit question in these hard times, anyway.

Most people, and we of the labor ranks in particular, however, would do well to follow in Adam and Eve's footsteps in reference to the matters men-

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tioned heretofore. Adam was only human, and therefore erred in respect of the apple, but he wore no sweatshop clothes nor sinned in other ways against the good old union label. No non-union carpenter or tailor nailed his garments together. He and Eve may have had their little family spats—a privilege which every couple enjoy—but it is safe to assume that the subject of debate was never whether little Adam (or was it Willie?) should not wear a toboggan cap made by child labor in some reeking sweatshop. No; if Willie (or Adam, Jr.,) needed a new toboggan cap Papa Adam just pulled a few palm leaves and joined them together cap-shape and handed the finished product over to the

over-joyed Willie with the remark that "in union there is strength."

It is entirely unlikely that among the members of the powerful labor organization represented by this magazine there is one who would do aught to injure the cause of the workers either by selling his labor for a song, or by fattening the purse of the manufacturer of unfair goods, but if there be let him remember that Adam and Eve, the first man and woman, never did either of these things, and that they lived to be almost a thousand years old, despite that fact.

No idle rich waxed fat at the expense of Adam and Eve. It was as Hume has said:

"When Adam delved, and Eve span,
Who was then the gentleman?"

THE SOCIAL SIGNIFICANCE OF THE LABOR MOVEMENT

(Address delivered by Organizer Grant Hamilton, of the A. F. of L., before the International Lord's Day Congress at Oakland, Cal., July 29.)



HE conflagration which is consuming human lives on the European continent at this moment exemplifies the highest development of commercial-

ism and its ultimate results. The wage earners of those war-ridden countries, whose genius has conceived and whose hands have fashioned the raw material into the finished products for the up-building of a greater civilization and who have established more equitable relations of society, have been transformed into human targets.

What a commentary upon the so-called culture and traditions of these warring countries! What means shall we employ to prevent wanton waste of human lives in needless wars and keep within its proper sphere the necessary productive and commercial activity?

The answer of the organized worker is, you cannot have peace until you first establish justice. Give us justice—economic, political and social. Our government was founded upon the principles of equal justice and of equal opportunity for all. The records of our industrial history give convincing testimony that the wage earners have been forced out-

side the pale of this declaration, and that were it not for the American Federation of Labor, America's consideration for its wealth producers would be negligible.

But what does labor want?

Primarily labor wants the hours of toil reduced to the point where all employable men and women may have the opportunity to engage in useful occupations.

It wants a complete elimination of child labor; it wants higher wages; it wants higher standards.

These demands, economically just, and productive of an elevated manhood and womanhood, with a consequent higher standard of citizenship, meet the bitter and unrelenting opposition of the directors of industry.

The day has passed, however, for the wealth owners to lay claim to any special privilege or divine sanction for an unfair share of the wage earners' product. The wealth produced by the workers must be distributed so that the workers shall share more justly in the products of their toil if this country is to maintain its power and influence as a government for and by the people.

This congress was instituted for the

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purpose of setting aside a day of rest from labor because business has refused to recognize the interests of God and man, and the imperious have so wound their coils of mercenary support around the church institutions as to make it a herculean task even to approach a compliance with the teachings of the Nazarene.

The complexity of the present day commercial organization hides from view all but a small portion of its beneficiaries, and even though these latter may individually profess the most pious views as to the sabbath day and its observance, yet they continue to profit from its non-observance.

The development of the institutions of this county will be retarded and perverted and the government itself cannot advance toward a more substantial freedom unless greater opportunities are afforded all wage earners to earn not only a livelihood, but in addition be fortified to assume and meet the responsibilities demanded by American standards of living, accompanied by the total abrogation of that financial cult which clothes property with the robes of divinity. Wealth, equitably distributed among its creators, confers upon society manifold blessings, but with its current running in the direction of the few, just in the same proportion of its trend will there be injustice and want to the many.

Our federation in its struggle for shorter hours bases its faith on the correctness of its economic principles. It fully comprehends its vantage point in this knowledge, but because according rights to workers will decrease the privileges which employers have usurped, the labor movement is aware that its critics and antagonists will contest aggressively its increasing influence and achievements. The shorter work day is the goal toward which all labor is advancing. The strikes in industry for less working hours and higher wages are the concrete manifestations of this principle and evince the pressure of economic law.

Employers and others of allied interests in their torturous and lopsided political economy, have assumed that the

reduction of hours leads to higher costs of production, idleness and dissipation, but the American labor movement has demonstrated beyond the peradventure of a doubt that these assumptions are baseless and false.

Our federation insists upon its demand that the hours of labor shall be shortened to the point where all employable persons may be afforded an opportunity to labor. We are conscious of the breadth of that statement, and fully comprehend the dire predictions against such a policy by the favored few, yet we are justified in our contention for the application of a principle that seeks the greatest good for the greatest number. Wherever the organized labor movement has established the shorter work-day and at least one day rest is seven, the objections of employers have been demonstrated to be unfounded. Costs of production have been decreased and higher standards of living have been made possible for the workers.

The general recognition of Sunday as a day of rest has the hearty support of the men and women of labor, but to secure one day's rest in seven, whatever that day may be, overshadows the establishment of a specified day of the week. Customs in industry are difficult to dislodge where profits are concerned.

In our intricate web of industry the woof of personal interest exercises a potent force against stoppage of labor, in certain industries, even though the suspension for a given day each week might result only in the employment of additional operatives.

Our opponents in their endeavor to stay the progress toward a brighter day for the wage earners, assert that the organized workers do not represent the vast majority of the toilers, but we answer that our federation does represent the best interests of all wage earners, as do likewise the religious institutions represent religious thought, even though their communicants comprise but a fraction of the population.

The prime means of approach to a higher standard of living is through a reduction in the hours of labor. The

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standard of living of wage earners is the basis upon which is determined the general welfare and progress of a people. With a low standard, industry itself intermittently languishes, our commercial enterprises encountering recurring periods of violent fluctuations. Economists who warp their philosophy to promote political ends, take no account of the fact that with increased production brought about by labor-saving processes without decreasing the hours of labor and proportionally increasing the share of the workers in the products of this labor, results in a reduction in the number of employed workers and consequently decreased consumption by them. The consuming power of the people as a whole accurately registers the volume of products necessary to supply our wants. The wants of the masses of the people are far in excess of the amount they consume because of lack of opportunity to work and because of the inadequate remuneration for work now performed.

Organized workmen, through their economic power and influence, have established in numerous industries the Saturday half-holiday, as well as the abolition of Sunday labor. The principle involved in the half-holiday is that wage earners may have a period of recreation each week, with Sunday as the rest day, to be spent as the dictates of their desires may determine.

Running through all the wage scales in the organizations attached to our federation are found provisions calling for time and one-half and double time for Sunday work. These provisions are not incorporated from a desire to secure additional compensation for Sunday labor but rather to prohibit it.

A high standard of living with its ever increasing wants would add stability and volume to commerce and confer upon society inestimable benefits. A rising standard creates new wants and stimulates production to gratify them. A reduction of the hours of labor adds to the number of employed and with the means thus provided the wage earners

give impetus to every industrial and commercial effort.

The recognition of the principle of one specified rest day is the acceptance of that economic thought that the income of the wage earners for six days should be sufficient to provide for the seventh day without labor.

The application of this economic law to all wage earners would transform the struggling mass of unemployed workers into productive participators in industry with a consumptive power so vast as to tax our present facilities for production. The operation of these principles will produce similar results in every country, no matter what its form of government.

Speculation is frequently indulged in as to why the wage earners do not more generally participate and assist in the support of the church institutions. The reason is obvious. The struggle to provide the family with the barest necessities is so keen as to preclude the possibility of participation in anything which means the assumption of added responsibilities. Of what use then, is there in building edifices with the hope of enrolling the great mass of wage earners until there are opportunities provided to develop their social desires?

The American Federation of Labor, the most influential and successful organization of wage earners ever in existence, has long stood committed to the shorter work-day and a special rest day each week. For more than three decades it has been organizing and protesting against unfair and unscientific economic theories and as a result over 2,000,000 wage earners are enrolled for this cause.

Wherever you find efforts put forth to aid the cause of greater freedom and humanity there you will also find the highest paid organized wage earners giving their active support. The greatest social reforms that have been accomplished have had their inception and inspirations in the unions of labor.

We want to be equal sharers in the good things which an unseen hand has distributed over this fair land of ours.

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We want to raise the standard of living to the point where all men have equal access by labor to the store houses of wealth.

We want the time to improve our minds and thus increase our influence in governmental affairs to the end that the wage earners may themselves decide whether or not they shall be exploited as pawns in the game of war.

We want the right of free assemblage, free speech and a free press.

We want the right to organize, unite and federate that we may meet the employers of labor on equal terms in the

establishment of wage, regulation of hours and conditions of employment.

We want real equality before the law for our organizations and the wage earners as individuals.

We want to do the world's work, but we insist that the distribution of the results of our efforts shall be equitable, and we shall insistently besiege our opponents until we wring from them our rights.

We want time to live, time for self-improvements, and time to contemplate the glorious works of creation, and time to adore the great Creator.

EXCESSIVE FINING A MISTAKE

(By Wm. J. Shields.)



OME of the uses to which our Official Journal might be put is that of pointing out mistaken policies in the affairs of the organization thereby leading to a more consistent and profitable management. In this connection it appeals to the writer that a disposition is manifested by some of our unions and District Councils, which needs correcting. I refer to what might be styled the evil of excessive fining. In our position as defenders of trade unionism we are apt to reason that a first offense on the part of an individual should be dealt with from an extreme standpoint. This does not, at times, represent justice from the fact that circumstances should be given consideration and penalties meted out in accordance with what the degree of guilt represents. The underlying disposition of excessive fining is based not so much on the hope of ever being able to collect the fine, but rather as a warning to keep other members straight. Its effect is not a preventive for the history of the organization demonstrates the fact that even up to the present time we find individuals who infringe to a greater or lesser degree on the principles of the U. B.

I have witnessed the District Council of the district where I hold my membership pile up the records with ridiculous

finings to the extent of being ultimately forced to clean their slate, forget and forgive and begin anew. There is hardly an organizing campaign entered upon which does not show that this matter of excessive fining is one of the causes, at least, for the necessity of such an effort. This represents another case where if anything is to be done, all fines must be done away with. We learn through investigation that the recruiting forces of the antagonistic employers in their desire to organize dual branches of the carpenter trade (the so-called "master and craftsman") draw largely from that class of men who through excessive fining become affiliated, not because they favor division but because they feel the need of some protection and in times of open conflict permit themselves to be used as a means to force their fellows to capitulate to the desires of the obnoxious bosses. All trades have had their lessons in this respect. The plumbers of Salem, Mass., recently lost out in a contest with their employer through the excessive fining of members. Some forty odd ex-members were rounded up, imported into the strike zone and the employers, through their aid, forced the union plumbers to capitulate to an open shop proposition, thereby establishing a recognition for the strike breakers.

(Continued on Page 53.)

Home!

It takes a heap o' livin' in a house to make it home,

*A heap o' sun and shadder, and you sometimes have to roam
Before you really 'preciate the things you've left behind,*

*And hunger for 'em somehow, with 'em always in your mind.
It don't make any difference how rich you get to be,*

*How much your chairs an' tables cost, how great your luxury;
It isn't home though it may be the palace of a king,*

Until somehow your soul is sort o' wrapped round everything.

Home's not a place that gold can buy or get up in a minute—

*Before it's home there's got to be a heap o' livin' in it;
Within the walls there's got to be some babies born, an' then—*

*Right there you've got to bring 'em up to women good—and men.
And gradually, as time goes on, you find you wouldn't part*

*With anything they ever used—they've grown into your heart;
The old high chairs, the playthings, too, the little shoes they wore,
You hoard; an' if you could, you'd keep the thumb-marks on the door.*

You've got to weep to make it home, you've got to sit and sigh

*An' watch beside a loved one's bed, an' know that Death is nigh;
And in the stillness o' the night to see Death's angel come,
And close the eyes o' her that smiled an' leave her sweet voice dumb.*

*For these are scenes that grip the heart, and when your tears are dried,
You find the home is dearer than it was—an' sanctified;*

*An' tuggin' always at you are the pleasant memories
Of her that was, and is no more—you can't escape from these.*

You've got to sing and dance for years, you've got to romp and play,

*An' learn to love the things you have, by usin' 'em each day;
And so the roses 'round the porch must blossom year by year*

*Before they are a part o' you, suggestin' someone dear
That used to love 'em long ago, and trained 'em just to run*

*The way they do, so they would get the early mornin' sun.
You've got to love each stone and brick, from cellar up to dome—
It takes a heap o' livin' in a house to make it home.*

—Edgar A. Guest.

Editorial



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The Industrial Relations Commission Report

Despite the desperate efforts made to belittle the Manly report, submitted by Chairman Walsh, and Commissioners O'Connell, Garretson and Lennon, which constitutes the principal report of the Industrial Relations Commission, its publication as an official report to congress marks a great step forward and one which is likely to be looked upon by future generations as an evolutionary turning point in our industrial history.

It is too much to hope, however, that this thorough report, which has gone to the root of our industrial ills, will be broadly accepted by congress but if the seed of its convincing logic finds a dwelling place not only in the minds of legislators but also in the composite mind of American public opinion, crystallizing the latter into something tangible so that the people of the nation may work, not blindly nor spasmodically but intelligently toward a more equitable so-

cial system, the great fight that the labor movement has been making through the years will be all but won.

It is of course known that three main sets of findings were returned by the commission; Chairman Walsh and the three labor members mentioned above supported the Manly report; Commissioners John R. Commons and Mrs. Hariman issued a separate report which was concurred in with certain exceptions by Harris Weinstock, S. Thruston Ballard and R. H. Aishton, the employers' representatives on the Commission, while the three latter also presented their own views in a supplemental report. The most optimistic observers knowing the personnel of the commission, hardly dared hope for unanimity in its conclusions. What was required of it was a thorough diagnosis of industrial unrest with recommendations of how best to ameliorate industrial evils. Aside from the fact that the report which bears the name of Basil M. Manly, the Commission's director of investigation and research, is much more thorough and far reaching in its scope than the two other reports, the manner in which the commissioners have grouped themselves entitles it to the rank of major report.

The opinions of the three groups diverge very widely but it is significant that on one point there is agreement; all the reports favor collective bargaining, even the employer members favor it, though with the proviso "when fairly and properly conducted." In fact, all the reports are valuable additions to the literature of social unrest and deserve close study.

The Manly report finds that the causes of industrial unrest group themselves almost without exception under four main heads, viz., (1) unjust distribution of wealth and income; (2) unemployment and denial of opportunity

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to earn a living; (3) denial of justice in the creation, in the adjudication and in the administration of law, and (4) denial of the right and opportunity to form effective organizations.

Under the first head it shows that forty-four families possess aggregate incomes totaling at the least \$50,000,000 a year, while between one-fourth and one-third of male workers in factories and mines, 18 years of age and over, earn less than \$10.00 per week, and only about one-tenth earn more than \$20.00. Of women workers, the report states that from two-thirds to three-fourths work for less than \$8.00 a week, approximately one-fifth earn less than \$4.00 and nearly one-half earn less than \$6.00 per week.

At the other end of the social scale, the report finds "fortunes of a size never before dreamt of, whose very owners do not know the extent, nor without the aid of an intelligent clerk, even the sources of their incomes. Incapable of being spent in any legitimate manner, these fortunes are burdens, which can only be squandered, hoarded, put into so-called 'benefactions,' which for the most part constitute a menace to the state, or put back into the industrial machine to pile up ever increasing mountains of gold."

The heirs to such fortunes, it is shown, virtually by "accident of birth, control the lives and have the power to dictate the happiness of more human beings than populated England in the middle ages" and as a means of curbing them it is advocated that congress pass an inheritance tax law which shall leave no large accumulations of wealth pass into hands which had no share in its production and suggests that a limit of one million dollars be fixed on the amount that shall pass to the heirs. It recommends also that the revenue from this tax be reserved by the Federal Government for the extension of education and other important social services.

Of the second cause of unrest, it declares that the unemployment situation will not be appreciably relieved until great advances have been made in removing the two prime causes—unjust

distribution of wealth and monopolization of land and natural resources. The recommendations designed to meet these evils include prosecution of those who have obtained land or water power or mineral rights by fraud; a general revision of land laws so as to provide for the recognition of the "superior" use of land, that is, the use which is of greatest social value; and the taxation of non-productive land at the same rate as productive land of the same kind and exempting all improvements.

Under the head of "Denial of Justice," it is affirmed that the workers have been unable to secure necessary legislation and that when secured wholesome and necessary laws are in large part nullified by the courts upon technicalities or are bodily thrown out as unconstitutional. Other abuses of the kind mentioned are: Non-enforcement of laws for the protection of labor; abuse of the power of injunction; arrest and illtreatment of innocent men during strikes; use of the police to help the employers' side during strikes and abuses on the part of detective agencies; the abuse of martial law, and the control of government by employers in some localities so that their agents are at liberty to commit crimes with impunity while vindictive action is taken against strike leaders.

Drastic action is urged as the only remedy for such a situation, the remedy, as specified, being: (1) a constitutional amendment insuring the protection of personal rights, such as habeas corpus, jury trial, free speech, free assembly, to keep and bear arms, freedom from unreasonable searches and seizures, etc.; (2) a law or constitutional amendment forbidding the courts to declare laws unconstitutional; (3) a law making all qualified voters in a district eligible for jury service; (4) complete and thorough regulation of detective agencies; (5) the drafting of rules to secure impartiality on the part of the militia during strikes.

The fourth cause of unrest designated in the report, that of "the denial of the right and opportunity to form effective organizations" is one of the most im-

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portant portions of the report and is dealt with separately in this issue.

From the foregoing summary of the Manly report it will be seen that Chairman Walsh and his three colleagues have presented a report with "teeth" in it. It is by no means a colorless official report but rather a convincing human document which voices the inequality and unfairness which exists under our "industrial system." It follows truth regardless of consequences and does not shrink from conclusions which do not tally with accepted standards. It depicts unerringly the underlying causes of industrial evils and presents real remedies for their removal—to our mind the only fundamental ones. Mr. Walsh and Commissioner O'Connell, Garretson and Lennon may rest assured that their labors of the last two years were not in vain. In any event, they deserve great credit for bringing before congress and the general public such a thorough and scientific diagnosis of industrial unrest which no matter what its present reception may be will ultimately make for a wider extension of democracy in industry.

* * *

The Commons-Harriman Report

While the report on industrial relations signed by Professor Commons and Mrs. J. Borden Harriman, and agreed to "with certain exceptions" by the employer members of the Commission, Messrs. Weinstock, Ballard and Aishton, is largely in agreement with the Manly report as to the main causes of industrial unrest it differs fundamentally as to the manner in which congress should undertake the removal of these causes, and therein, it seems to us, lies its chief weakness. Whereas the Manly report went to the bottom of industrial evils, thoroughly sifted them and presented what appear to be real and specific remedies, the Commons report and its signers seem content merely to point out the most pronounced social ills, leaving their remedy to an industrial commission with a complex and elaborate system of machinery.

The line of cleavage between the two reports may be best described by stating that the Commons group arrive at the determination that such a permanent commission as they advocate would be the best means of correcting present evils because they believe that "the greatest cause of industrial unrest is the breakdown in the administration of labor laws" and "that it is not worth while to propose any more laws until we have provided methods of legislation, interpretation and administration, by which they can be made enforceable." On the other hand, Mr. Walsh and his associates believe in the efficacy of legal enactment and point out in the Manly report, fundamental remedies embracing the enactment of Federal statutes, and amendments to the constitution which would remove all restrictions from the proper enforcement of all such laws.

The Commons group of commissioners, therefore, does not think it worth while to propose any more laws and falls back upon a permanent commission, as has been previously said, to "provide methods of legislation, interpretation and administration" by which existing laws can be enforced. The question then is whether such a cumbersome and complex administrative force as advocated in this report could be really effective to perform the task demanded of it and, even if it did succeed in adequately enforcing existing labor laws, whether that alone would be sufficient to allay social unrest? It strikes us that the remedy proposed is totally inadequate to bring about such a result. At best it would only defer the solution of the problems which, as the Manly report shows, will have to be solved sooner or later. It would tinker with such problems, using the strategy made famous by the French General Joffre, known as "nibbling," but it would not settle them. Besides, there would be the danger of such a powerful executive machine growing bureaucratic and finally becoming a hindrance rather than a help to the extension of democracy in industry.

An inheritance tax with rates rising

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from one per cent on the excess of fortunes over \$25,000 to fifteen per cent on estates above \$1,000,000, is the manner in which the revenue for the support of such a commission would be derived, and is the most radical action that the framers of the report suggest. It, however, strongly indorses the organization of labor and the principles of collective bargaining and also commends the Clayton act but "in view of the doubtful constitutionality" of that measure recommends the application of the British trades dispute act.

On the Colorado situation, the report says that a condition of feudalism exists in the mining regions, but it decries any attempt to hold responsible any single individual. It also sees merit in institutions such as the Rockefeller foundation and to improve conditions in agriculture it recommends a combination of the Irish and Australasian land laws. Summing up this report, in brief, it appears to us that while the permanent commission scheme is an elaborate one and naturally has advantages as well as drawbacks, the full scope of the report and its recommendations are unsatisfactory in that they are not far-reaching enough to remove the causes of industrial discontent.

* * *

The Manly Report and Labor Organizations

* "The effects of trade unionism on *
* wages are undoubted. Without some *
* form of combination wage workers can *
* not bargain on equal terms with their *
* employers. During the last fifteen *
* years, a period of rapidly rising prices, *
* wages in well organized trades have *
* kept pace with the rising cost of living, *
* in contrast to the relative decline of the *
* purchasing power of the wages received *
* by labor generally."—*Manly Report*. *

One of the most important sections of the Manly report is that which deals with what it characterizes as the fourth principal cause of industrial unrest, i. e., denial of the right and opportunity to organize, much evidence and testimony being adduced to show that countless employers refuse to deal with organizations of their employes or to employ men

who belong to labor organizations. It goes deeply into the charge that almost insurmountable obstacles are placed in the way of men endeavoring to use the only means at their disposal by which economic and political justice may be secured for them, namely, combined action through voluntary organization and it points out very clearly the great disparity existing between the bargaining power of an employer and an individual workman.

The report, referring to the anomalous stand of employers who, while admitting the right of their employes to organize, nevertheless "maintained what they in accordance with modern terminology called an 'open shop'" disposes of their pretensions as follows: "The 'open shop,' even if union men are not discriminated against, is as much a denial of the right of collective action as is the 'anti-union shop.' In neither is the collective action of employes permitted for the purpose of negotiating with reference to labor conditions. Both in theory and practice, in the absence of legislative regulation, the working conditions are fixed by the employer."

In similar manner it reveals the mistaken attitude of the employer who, while willing to deal with his own employes collectively, refuses absolutely to deal with any national organization and resents the intrusion of "outsiders" acting for his employes. Such employers are held to oppose any effective form of organization among their own employes as bitterly as they fight the national unions, their underlying motive being that while such organizations are unsupported from outside they are weak and can be crushed with ease and impunity. Similarly their opposition to representation by "outsiders" seems to arise from a knowledge that as long as the workers' representatives are on the pay roll they can be controlled or if they prove troublesome dismissed.

The evils of graft, 'machine politics,' factional fights and false leadership, charges which have been leveled at organized labor by its enemies from time

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to time are characterized in the report as evils which are inevitable in any democratic form of organization and which show themselves most in weak and ill-disciplined organizations but which have a tendency to become eradicated as the organizations become stronger and the membership more familiar with the responsibilities and methods of democratic action.

The recommendations proposed by the report to safeguard the right to organize include the following: (1) incorporation among other constitutional rights of the unlimited right to form associations for mutual betterment; (2) laws prohibiting the discharge of workers for belonging to labor unions; (3) laws forbidding holding the acts of a labor union to be illegal when the same act by an individual would be legal; (4) the Federal Trade Commission is to be empowered and directed by congress to investigate unfair acts involving labor, especially the refusal to permit workmen to join labor unions or the refusal to confer with union representatives, such cases to have precedence over all other cases before the commission.

Concerning the legal status of trade unions and the law relating to industrial disputes, the report says that the general effect of the decisions of American courts has been to restrict the activities of labor organizations and deprive them of their most effective weapons, namely the boycott and the power of picketing, while on the other hand, the weapons of employers, namely the power of arbitrary discharge of blacklisting, and of bringing in strike breakers, have been maintained and legislative attempts to restrict the employers' powers have generally been declared unconstitutional by the courts. Furthermore, an additional weapon has been placed in the hands of the employers by many courts in the form of sweeping injunctions, which render punishable acts which would otherwise be legal, and also result in effect in depriving the workers of the right to jury trial.

"There are, apparently," says the report, "only two lines of action

possible: (1) To restrict the rights and powers of the employers to correspond in substance to the powers and right now allowed to trade unions, and, (2) to remove all restrictions which now prevent the freedom of action of both parties to industrial disputes, retaining only the ordinary civil and criminal restraints for the preservation of life, property and the public peace. The first method has been tried repeatedly and has failed absolutely, not only because of the intervention of the courts but because the very nature of the acts complained of on the part of employers (blacklisting and arbitrary discharge) makes it impossible to prevent them effectively by any form of legislation or administration. The only method, therefore, seems to be the removal of all restrictions upon both parties, thus legalizing the strike, the lock-out, the boycott, the blacklist, the bringing in of strike breakers and peaceful picketing. This has been most successfully accomplished by the British trades disputes act, which is the result of fifty years of legal evolution, and in its present form seems to work as successfully as could possibly be expected."

It is suggested, therefore, that the commission recommend: The enactment by congress and the states of legislation embodying the principles contained in the British trades dispute act.

The attempt to introduce strike breakers to take the place of workers who have struck or who are locked out is characterized as the chief cause of industrial violence. In connection with the problem of policing industrial disputes investigation of the organization, personnel and activities of the Pennsylvania state constabulary was made and the finding with regard to this particular police organization was that "it is an extremely efficient force for crushing strikes but that it is not successful in preventing violence in connection with strikes, in maintaining the legal and civil rights of the parties to the dispute nor in protecting the public."

One part of the report deals with the problem presented by migratory labor-

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ers, many of whom find difficulty in obtaining employment during several months in the year. Recommendations to improve their condition are made.

"Unwarranted sympathetic strikes" are alluded to as a "cause of great annoyance and considerable economic loss to employers" but with the increasing control of national officers over the Local Unions, the report says, this kind of strike seems to be on the decrease both in extent and frequency. Complete elimination, however, can hardly be hoped for until substantial justice exists throughout the industry.

Another important feature of the Manly report is a detailed plan for a permanent national mediation commission to be appointed by the President in disputes involving interstate commerce. Members of such a commission, if instituted by congress, would be appointed for six years. Where official mediation of a strike fails, a board of mediation would be appointed consisting of three persons, one to be selected by the commission and one by each of the parties. No power to compel arbitration would be given to such a commission but it would have jurisdiction in all strikes where an establishment, except public service establishments, is engaged in interstate commerce or sends its products in interstate commerce. The plan provides for permanent advisory councils of employers and unionists who would work with the commission. Such a plan, it seems to us, would be of great benefit in the adjustment of industrial disputes and would be likely to receive the hearty co-operation of the labor movement.

* * *

The Employers Answered

The most notable feature of the report of the employers' representatives on the Industrial Relations Commission which was issued supplementary to the Commons report, is that they are unanimous in declaring that labor is thoroughly justified in organizing to protect itself against exploitation and oppression. "There is no gainsaying the

fact," the report says, "that labor has had many grievances and that it is thoroughly justified in organizing and in spreading organization."

The report, however, dissents from the recommendation of the Commons report that the secondary boycott should be legalized and from some of its recommendations favorable to labor unions.

Issue is taken with the Manly report on the score of partisanship and unfairness in that too much emphases are laid on the responsibilities of the employers for industrial unrest and not enough upon labor on the grounds of fostering and promoting violence in labor disputes and also for its responsibility for sympathetic strikes, jurisdictional disputes, limitation of output, contract breaking, closed shop, apprenticeship rules, prohibition of the use of non-union tools and materials, alleged graft, and so forth. The report elaborates upon these charges in the usual style and states that "if these evils are eliminated by organized labor from its program much will have been done to stimulate collective bargaining and to minimize the existing causes of industrial unrest."

The strictures upon trade unionism are, however, ably met in another supplementary report issued by Chairman Walsh and the labor members which points out that the evidence obtained by the commission showed that the evils complained of by the employers in so far as they do exist are in no sense causes of industrial unrest but are, on the contrary, evidences of "existing industrial unrest and are evils that are incidental to a situation wherein labor has at times been forced to fight with such weapons as it could command for advantages and rights that in justice should be freely accorded to the wage earners. So long as labor organizations are forced by employers to fight for the mere right to exist, and so long as wages paid to labor are so low that the unorganized wage earner often sees no choice except that between resorting to such weapons or seeing himself and his family sink below the poverty line,

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just so long will these evils at times manifest themselves as symptoms of the worker's desperation. The union, fighting for its right to live, is sometimes forced to tolerate acts that would not be countenanced if its entity were secure and its energies were not absorbed in fighting for existence."

Strong unions are given as the remedy for such alleged evils or symptoms of them; for "strong unions mean decent wages, and decent wages raise wage earners to a plane of thought and action where their acts and mental processes must no longer be directed toward a desperate struggle for the very right of themselves and families to live."

This additional report of Chairman Walsh and the labor members also deems new Federal machinery such as proposed by the Commons report as unwise. It commends the work of the Department of Labor in industry generally and by the Board of Mediation and Conciliation and favors the extension of the Newlands act to cover all employes engaged in interstate commerce.

* * *

Fair Play for Schmidt and Caplan

Every man is looked upon as being innocent until proven guilty, and Matthew Schmidt and David Caplan, now defendants in the Los Angeles courts on account of the dynamiting that occurred in that city some few years ago, are no exception to the rule. These men, according to a ruling of Judge Willis of the Superior Court, will have to stand trial in Los Angeles. Inasmuch as it is a well known fact that the defendants must be tried in a territory, which, to say the least, has never been known as friendly to labor or to labor's rights or labor's interests, the boys on the Coast are leaving nothing undone to see that the interests of these men are protected and that they are given a fair and impartial trial. This is all the unions on the Coast are asking for and it is what these men are entitled to. It is what every citizen is entitled to—it is what is guaranteed by the constitution of every state and by that of the United

States—it is the bulwark of personal liberty; equal and exact justice to all men, special privileges to none. It is a principle of this republic and the many free and independent states under our flag, and "sorry the day" when justice is not so administered.

We believed that when Federal Judge Anderson, of Indianapolis, disposed of the dynamiting cases—as they were called—that they were closed forever, but evidently the enemies of organized labor are not yet satisfied.

* * *

Colorado Redeeming Itself

The action of the Supreme Court of the State of Colorado in barring the notorious Granby C. Hillyer from presiding at future trials arising out of the great strike, has done much to rehabilitate the judiciary of that state in the eyes of justice-loving people. It shows that notwithstanding the corruption, the bribery, the prostitution of many of the state's executive departments to the service of the coal interests to defeat the cause of labor, the moral conscience of the commonwealth is sound at heart.

Added weight is added this conviction by the fact that the Supreme court granted a writ of supersedeas staying the execution of the sentence which John R. Lawson had already been compelled to serve in spite of his pending appeal. It has also allowed the appeal for a new trial to be argued before it and to be decided on its merits, the result of which we have no doubt will be the granting of a new trial to the victimized labor leader.

It is indeed gratifying to know that John R. Lawson it at last freed from the clutches of Hillyer and that he is now within an appreciable distance of a fair and impartial trial. His appeal to the Supreme Court charged that Hillyer, the appointee of Governor Carlson, was "fresh from the employment of the coal operators of Colorado, including the Rockefellers, who have pressed and engineered these prosecutions," that he (Hillyer) had been engaged to assist as a practicing lawyer in the trial of cases

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arising like mine out of the industrial disturbances, and that he was so prejudiced against me that my case in his court was a travesty on justice." It was the presentation of this contention of bias to the Supreme Court by counsel for Lawson which led to the action of the court in disqualifying Judge Hillyer from presiding over future strike cases. With Hillyer, therefore, disposed of, a long step has been taken toward obtaining complete vindication for Lawson.

The arguments for a new trial which was denied by Hillyer hinged upon new evidence, chiefly an affidavit by one of the jurymen, charging that he was coerced into agreeing to a verdict of guilty. A bitter struggle is being waged over the efforts to secure a new trial and the new evidence has been fiercely assailed. Hall, the jurymen in question, was recently arrested on a perjury charge at the instigation of the attorney-general who filed information against him. The labor forces, however, believe that despite the extraordinary efforts of their opponents to prevent a reversal of the verdict, the cause of justice and of John R. Lawson will prevail.

Working toward this end at the present time is the "Justice League" an organization of citizens formed to secure a reversal of the unjust sentence imposed on Lawson and other miners. Another of its aims is "to bring to trial the Ludlow murderers and those who paid them." All of this shows that Colorado is awaking to a sense of its duty and that a day of retribution is approaching for those who brought discredit upon the state in the dark and evil days of industrial unrest.

Sharpnel Puffs From the I. R. Report

Here are some of the main findings of the Manly report in brief:

Of the millions and millions of workmen in this country, one-third are poverty-stricken.

The attempt to dismiss deplorable labor conditions in the United States by the argument that they are better than in European countries is repugnant.

Thirty-seven per cent of wives and mothers of workmen are forced to do hard work themselves to help keep the wolf from the door.

Five hundred dollars per year is the income of half of the wage-earning fathers.

At least one-third, and possibly one-half of the families of wage-earners employed in manufacturing and mining, earn less than enough to support them in comfort.

Less than \$15 per week is the wages of two-thirds of the adult male workers.

Nearly half of the women workers earn less than \$6 per week.

Three or more persons occupy every sleeping room in 37 per cent of the worker's homes.

Babies of the poor die three times as fast as those of the well-to-do families.

Statistics show that in six of our largest cities from 12 to 20 per cent of the children are noticeably underfed and ill-nourished.

Nearly 20 per cent of the school children of this country are underfed and undernourished.

One out of every twelve corpses in New York is buried in the potters' field.

Economic pressure forces two-thirds of all children to leave grammar school before graduating, and only 10 per cent finish high school.

Farm tenancy is increasing at an appalling rate. Landlordism is therefore increasing at an appalling rate.

Workers in basic industries are out of jobs one-fifth of the time.

There are forty-four families with incomes equal to the earnings of 100,000 workmen.

The "rich," 2 per cent of the people, own 60 per cent of the wealth of the nation.

Sixty-five per cent own less than 5 per cent.

Industrial conditions are responsible for our biggest crime problems.

Labor and living conditions in this country are such today that immigrants only come from Italy, Russia, Austria-Hungary and other "backward" nations of Europe.

Official Information



**GENERAL OFFICERS
OF
THE UNITED BROTHERHOOD
OF
CARPENTERS AND JOINERS
OF AMERICA**

General Office,
Carpenters' Building, Indianapolis, Ind.

General President,
JAMES KIRBY, Carpenters' Building, Indianapolis.

First Vice-President,
W. L. HUTCHESON, Carpenters' Building, Indianapolis.

Second Vice-President,
JOHN T. COSGROVE, Carpenters' Building, Indianapolis.

General Secretary,
FRANK DUFFY, Carpenters' Building, Indianapolis.

General Treasurer,
THOMAS NEALE, Carpenters' Building, Indianapolis.

General Executive Board,
First District, T. M. GUERIN, 290 Second Ave., Troy, N. Y.

Second District, D. A. POST, 416 S. Main St., Wilkes-Barre, Pa.

Third District, JOHN H. POTTS, 646 Mallish Ave., Cincinnati, O.

Fourth District, JAMES P. OGLETREE, 278 Keel St., Memphis, Tenn.

Fifth District, HARRY BLACKMORE, 4223 N. Market St., St. Louis, Mo.

Sixth District, W. A. COLE, 129 Henry St., San Francisco, Cal.

Seventh District, ARTHUR MARTEL, 1399 St. Denis, Montreal, Que., Can.

JAMES KIRBY, Chairman.

FRANK DUFFY, Secretary.

All correspondence for the General Executive Board must be sent to the General Secretary.

**Report of First General Vice-President
Hutcheson for Quarter Ending
June 30, 1915**

Mr. James Kirby, General President, United Brotherhood of Carpenters and Joiners of America, General Office, Indianapolis, Ind.

Dear Sir and Brother:

I herewith submit my report for the quarter ending June 30, 1915:

In the last three months eighty-nine Local Unions and District Councils have submitted by-laws, working rules and amendments for approval. During this period I have granted thirty firms the use of the Label of our Brotherhood, who previously had never used the same on their products. I have also deprived five firms of the use of the label for not complying with the conditions under which they were granted.

I received communications from several Local Unions calling attention to the activity of the United Order of Box Makers and Sawyers, who were endeavoring to get the support of various labor organizations for products bearing their Label. Owing to the fact that we had never received a reply from the officials of the United Order of Box Makers relative to the overtures made by our Brotherhood looking toward a consolidation I deemed it to the best interest of our membership to take steps to properly protect our jurisdiction and addressed the following communication to Secretary Morrison, of the American Federation of Labor:

April 16th, 1915.

Mr. Frank Morrison, Secy.,
American Federation of Labor,
801-809 G St., N. W.,
Washington, D. C.

Dear Sir and Brother:

As there appears to be some misunderstanding in and among the various organizations in reference to the union label on boxes of various kinds, brought about through the efforts of the United

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Order of Box Makers and Sawyers of Chicago, Ill., endeavoring to get the assistance of organized labor to further the interest of their organization, I would respectfully request that notice be sent all Central Bodies to the effect that the United Brotherhood of Carpenters and Joiners of America is the only organization affiliated with the American Federation of Labor having jurisdiction over this class of work, and also request that their assistance be rendered in promoting goods bearing the label of said organization.

With best wishes, I remain,

Faternally yours,

WM. L. HUTCHESON,

First General Vice-President.

With the result that he sent the following circular letter to all Central Bodies:

To the Secretaries of Central Bodies affiliated with the American Federation of Labor:

Dear Sirs and Brothers:

I have received a letter from the United Brotherhood of Carpenters and Joiners of America stating that there appears to be some misunderstanding among the members of Local Unions with reference to the union label on boxes of various kinds. The Brotherhood of Carpenters claims that this misunderstanding is brought about through the efforts of an independent organization known as the United Order of Box Makers and Sawyers of Chicago, Ill., endeavoring to secure the assistance of organized labor to further the interest of their organization.

This is to inform the delegates to your central body that the only label recognized on boxes is that of the United Brotherhood of Carpenters and Joiners of America, which is the organization recognized as having jurisdiction over box making.

Yours fraternally,

(Signed) FRANK MORRISON,

Secretary American Federation of Labor.

This, I believe, will have the effect of bringing to our membership engaged in this part of the craft, the support of all organized trades.

I visited the District of Lake County, Indiana, where our members were experiencing some difficulty in retaining the laying of asbestos shingles. The Building Trades Council of that district was claiming the same for the members of the Slaters and Tile Roofers Organization. After interviewing several of

the representatives of various trades and explaining to them the reasons for our members laying claim to this class of work I attended a meeting of the District Council and clearly set forth to the delegates the attitude of our organization and the stand that we had taken in reference to this class of work and assured them of all support possible. The result was that our members completed the work under dispute without any further inconvenience.

Extending to yourself and the general membership of our organization my very best wishes, I remain,

Yours fraternally,

WM. L. HUTCHESON,

First General Vice-President.

Report of Second General Vice-President Cosgrove for Quarter Ending June 30, 1915

July 15, 1915

Mr. James Kirby, General President,

U. B. of C. & J. of A.

Indianapolis, Ind.

Dear Sir and Brother:

I herewith submit my report as Second General Vice-President from June 14th, 1915, to date.

During this time in conjunction with Brother D. A. Post, I attended a conference at Newark, N. J., at which were also present Business Agents Bartruff and Henry of the Orange District Council. At this conference the mill situation of that district was discussed as well as taking up with the firm of Curtis Brothers a grievance they had previously submitted to General President Kirby. Assurance was given this firm that the matter of their complaint would be taken up by the General Executive Board at their July session.

I also attended a meeting of the Executive Board of the Bricklayers, Masons and Plasterers International Union at the Park Ave. Hotel, New York, for the purpose of securing the co-operation of that body in unionizing a number of contractors at Montclair, N. J. The Bricklayers International Union assigned Second Vice-President Thornton

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of their organization to assist in this work and our visit to that city resulted in unionizing the firm of Leonard Brothers.

It was the desire of the District Council as well as the Bricklayers of Mountclair that efforts be made to unionize the work of contractors Wickstrum and Simms. In this matter the success desired was not obtained due to the fact that Mr. Wickstrum, at the time of our visit, was confined to his home with illness and Mr. Simms refused to talk the situation over with us, but later intimated in a phone conversation that if the existing conditions in his shop were left in abeyance for a few weeks they would adjust themselves.

I also addressed a "get together meeting" of Local Union 734 of Kokomo, Ind. This meeting was fairly well attended by the members of the Local and their families, but the inclement weather on the date of the meeting prevented many of the members and their families from attending.

With the exception of my visit to Kokomo, since my arrival in Indianapolis (June 23rd) my time has been spent at the General Office under the direction of General President Kirby.

With best wishes, I am,

Faternally yours,

JOHN T. COSGROVE,
Second General Vice-President.

Proceedings of the Third Quarterly Session, 1915, of the G. E. B.

(Continued from last month.)

The report of the G. P., the First G. V.-P. and the Second G. V.-P. for the quarter ended June 30, 1915, were read, concurred in and ordered published in "The Carpenter."

Jackson, Tenn.—Request of L. U. No. 259 of Jackson that an organizer be appointed to look after the unorganized towns of the State of Tennessee. The matter is referred to the G. P.

Newton, Mass.—Request from the District Council for a ruling relative to Paragraph 18 of Section 43 of our General Laws, relative to members of the U. B. holding membership in the Militia or National Guard. The G. E. B. declares Paragraph 18 of Section 43 of our General Laws inoperative, as said Section conflicts with the civil laws of the several States and Provinces and is impossible of enforcement by our organization.

San Francisco, Cal.—Communication from the Bay Counties District Council relative to jurisdiction over staff work was received and filed.

Milwaukee, Wis.—Board Member Potts reported in detail relative to conditions in Milwaukee at the present time, and his recommendation that an organizer be sent to that city was concurred in by the Board.

The report of the sub-committee appointed by the G. P. to consider resolutions relative to the European war and the possible entry of the United States into the conflict, submitted by L. U. No. 84 of Akron, O., the District Council of Akron, O., and L. U. No. 104 of Dayton, O., was received, considered and filed.

Examination and audit of the books and accounts continued.

July 20, 1915.

All members present, except Brother Guerin, who was sent to Washington, D. C., by request of President Gompers of the A. F. of L. to take part in conference relative to strike at the Remington plant in Bridgeport, Conn.

Nashua, N. H.—Communication received from L. U. No. 1616 relative to strike in progress in that city since July 1st in support of a movement for an increase in wages. The Board appropriates the sum of \$96.00 for strike relief.

Report of the Tabulating Committee on the vote on the proposed amendment to Section 44 of our General Laws and on proposition pertaining to apprenticeship agreement received, showing that both propositions carried by more than the necessary two-thirds vote. The report received and filed and the G. E. B. decides that the amendment shall go into effect October 1st, 1915.

Lodi, Cal.—The G. P. submitted to the Board a communication from L. U. No. 1641 of Lodi, stating that the funds of the Local had been attached in a law suit, that the case had been appealed and requesting the Board to make an appropriation to assist the Local in bearing its share of the expenses incurred through taking said appeal. The Board appropriates the sum of \$100.00 as per request made, this amount to be returned to the G. O. when the funds of the Local Union are released.

Longview, Texas.—The G. P. submitted a communication from L. U. No. 1097 of Longview, making complaint against the action of the Board in denying official sanction to their intended trade movement for better conditions on the grounds that the movement was not endorsed by the necessary 55 per cent vote. The matter is referred back to the G. P. for further investigation.

St. Louis, Mo.—Appeal of Robt. J. Elliott from the decision of the G. P. in the case of Elliott vs. L. U. No. 578 of St. Louis. The decision of the G. P. is sustained on the grounds set forth therein and the appeal dismissed.

New York, N. Y.—Appeal of L. U. No. 219 from the decision of the G. P. in the case of L. U. No. 219 vs. L. U. No. 48 of New York

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City. The decision of the G. P. is sustained on the grounds set forth therein and the appeal dismissed.

Chicago, Ill.—Brother Daniel Galvin, Secretary-Treasurer of the Chicago District Council, appeared before the Board and gave a detailed report of the Chicago strike, recently settled. His mission was to report to the Board the full accounting of the moneys appropriated by the G. O. for the relief of the men on strike. The matter was referred to the G. S. for audit, report to be made to the next meeting of the G. E. B.

St. Catharines, Ont., Can.—The papers in the claim for funeral donation on the death of James Carty, late a member of L. U. No. 38, were before the Board, said claim having been disapproved by the G. T. on the grounds that it was not filed with the G. O. within the time limit prescribed in our General Laws. The claim is referred back to the G. T. for reconsideration.

The blanket bond covering financial officers of Local Unions, District, State and Provincial Councils of the U. B. from the Aetna Accident & Liability Company of Hartford, Conn., was ordered placed in the care of the chairman of the G. E. B.

The G. T. brought to the attention of the G. E. B. the fact that some Local Unions have notified him that the bonds of their financial officers do not expire until the end of the year and request permission to allow them that time. The G. E. B. cannot grant such permission, as the laws of the U. B. govern in this matter.

The transfer of \$25,000.00 from the American National Bank of Nashville, Tenn., and of \$25,000.00 from the Hamilton National Bank of Chattanooga, Tenn., to the Indiana National Bank of Indianapolis, Ind., was concurred in by the G. E. B.

Examination and audit of the books and accounts continued.

July 21, 1915.

All members present, except Brother Guerin.

Parkersburg, W. Va.—Request of L. U. No. 899 for an additional appropriation for relief of men on strike. The Board allows the sum of \$156.00.

Canton, Ohio.—Full accounting from L. U. No. 143 of moneys appropriated for relief of men on strike in May and June, 1915, received and filed.

Indianapolis, Ind. Full accounting from the District Council of moneys appropriated for relief of men on strike in May and June, 1915, received and filed.

East Orange, N. J.—Appeal of L. U. No. 941 from the decision of the G. P. in the case of L. U. No. 349 vs. L. U. No. 941, which concerns the admission to membership of one Tom Cocolotti. The decision of the G. P. is sustained on the grounds set forth therein and the appeal is dismissed.

Cincinnati, Ohio.—Brother Frank Imwalle, credentialed by L. U. No. 415 of Cincinnati, appeared before the G. E. B. on behalf of said

Local, asking for an appropriation to be used for organizing the millmen and box makers. The matter of organizing is referred to the G. P.

The G. E. B. authorizes the obtaining of fire insurance covering presses and stock in our printing plant in the amount of \$10,000.00.

The question of employers' liability and insurance made necessary by the new Workmen's Compensation Law of Indiana was discussed and laid over until July 22nd for consultation with our attorney.

On request of the G. T. he is authorized by the Board to destroy all death claims of beneficial and semi-beneficial members up to July 1, 1909.

On request of the G. S. the Board grants permission to destroy all old receipt books and letters up to July 1, 1909.

The examination and audit of the books and accounts was continued and completed, the report of the expert accountant was compared with the books of the G. O. and the books and accounts found to be correct.

July 22, 1915.

All members present, except Brother Guerin.

Attorney Carson appeared before the G. E. B. relative to the laws governing insurance protection on employes of the U. B. at headquarters, as per the provisions of the Workmen's Compensation Act of the State of Indiana. The G. E. B. decides to carry our own insurance.

A telegram was received from Board Member Guerin stating that the conference relative to the strike at the Remington plant in Bridgeport, Conn., would be continued Friday noon, July 23rd, at Bridgeport.

St. Paul, Minn.—Request of L. U. No. 1868 for an appropriation for organizing purposes. The request is denied and the matter of organizing referred to the G. P.

Lake Charles, La.—Appeal of L. U. No. 953 from the decision of the G. T. in disallowing claim for funeral donation on the death of the wife of George R. Ash. The matter is laid over until the October meeting of the Board, as the day-book and ledger have not yet been received at the G. O.

The following statement of stock on hand July 21st, 1915, compares in every particular with the stock book and bills:

Applications	121,100
Constitutions (English)	53,481
Constitutions (German)	5,827
Constitutions (French)	6,740
Due books	42,722
Treasurer's cash books	946
F. S. receipt books	602
Treasurer's receipt books	129
R. S. order books	1,764
Note paper (L. U.)	103,400
Note paper (organizers)	
Rituals (English)	3,710
Rituals (German)	92
Rituals (French)	93
Day books, 100-page	311
Day books, 200-page	119

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Ledgers, 100-page	212
Ledgers, 200-page	166
Ledgers, 300-page	125
Ledgers, 400-page	106
Ledgers, 500-page	2
Pins	511
Buttons	469
Labels (small)	24,466
Labels (large)	113,335
Pencils (round)	38,468
Pencils (flat)	9,627
Daters	6

JEWELRY

Business agents badges	33
Solid gold charms	2
Rolled gold rings	60
Solid gold rings	70
Solid gold pins	33
Rolled gold charms	47
Solid gold buttons	12

There being no further business to come before the Board at this time, the minutes were read and approved and the Board adjourned to meet at the G. O., Monday, October 11, 1915.

Respectfully submitted,

FRANK DUFFY,
Secretary.

Localities to Be Avoided.

Owing to the pending trade movements, building depression and other causes, carpenters are requested to stay away from the following places:

Abilene, Tex.	Brainerd, Minn.
Albany, N. Y.	Brenham, Tex.
Alton, Ill.	Brownwood, Tex.
Amherst, N. S., Can.	Buffalo N. Y.
Arcadia, Fla.	Calgary, Can.
Asheville, N. C.	Canton, O.
Asbland, Ky.	Carneys Point, N. J.
Athens, Tex.	Cedar Rapids, Ia.
Atlanta, Ga.	Central City, Ky.
Atlantic City, N. J.	Charleston, S. C.
Augusta, Ga.	Charleston, W. Va.
Aurora, Ill.	Charlotte, N. C.
Austin, Tex.	Chattanooga, Tenn.
Baltimore, Md.	Chicago, Ill.
Barre, Vt.	Clarksville, Tenn.
Battle Creek, Mich.	Cleveland, O.
Bay City, Tex.	Clinton, Ia.
Beacon, N. Y.	Cincinnati, O.
Beaver Valley, Pa.	Columbia, S. C.
Belleville, Ill.	Columbus, O.
Berlin, Ont., Can.	Concord, N. H.
Billings, Mont.	Concordia, Kan.
Binghamton, N. Y.	Conway, Ark.
Birmingham, Ala.	Commerce, Tex.
Bisbee, Ariz.	Corpus Christi, Tex.
Bismack, N. D.	Corsicana, Tex.
Blackwell, Okla.	Cullman, Ala.
Bloomington, Ill.	Cushing, Okla.
Boise, Idaho.	Danville, Ill.
Boone, Ia.	Dayton, O.
Boston, Mass.	Decatur, Ill.

Denison, Tex.	Laconia, N. H.
Detroit, Mich.	Lansing, Mich.
Dixon, Ill.	Lakeland, Fla.
Dubuque, Ia.	Lakeworth, Fla.
Duluth, Minn.	Leadville, Colo.
Eau Claire, Wis.	Lewiston, Idaho.
E. Palestine, O.	Lewiston, Mont.
Edmonton, Can.	Lexington, Ky.
El Centro, Cal.	Little Rock, Ark.
Electra, Tex.	London, Ont., Can.
Elmira, N. Y.	Long Beach, Cal.
E. St. Louis, Ill.	Los Angeles, Cal.
El Paso, Tex.	Louisville, Ky.
Escanaba, Mich.	Macon, Ga.
Evansville, Ind.	Marietta, O.
Fargo, N. D.	Marquette, Mich.
Fond du Lac, Wis.	Marshalltown, Ia.
Fort Hauchuca, Ariz.	Maryville, Tenn.
Fort Lauderdale, Fla.	Mason City, Ia.
Fort Myers, Fla.	Medicine Hat, Can.
Fort Smith, Ark.	Medina, N. Y.
Fort Wayne, Ind.	Memphis, Tenn.
Framingham, Mass.	Mendota, Ill.
Fremont, Neb.	Miami, Ariz.
French Lick, Ind.	Milwaukee, Wis.
Fresno, Cal.	Minneapolis, Minn.
Fulton, N. Y.	Mobile, Ala.
Galesburg, Ill.	Montreal, Can.
Galveston, Tex.	Morris, Ill.
Gardner, Mass.	Mount Kisco, N. Y.
Gary, Ind.	Moose Jaw, Sask., Can.
Geneva, N. Y.	Mount Carmel, Ill.
Goldfield, Nev.	Mowbride, S. D.
Grand Forks, N. D.	Mount Vernon, N. Y.
Granite City, Ill.	Newark, N. J.
Great Falls, Mont.	Newark, O.
Greeley, Colo.	New Bedford, Mass.
Greenwich, Conn.	Seattle, Wash.
Halifax, N. S.	Sellersville, Pa.
Hamilton, O.	Saskatoon, Sask., Can.
Hammond, Ind.	Savannah, Ga.
Hannibal, Mo.	Scranton, Pa.
Hazleton, Pa.	Sioux City, Ia.
Hillsboro, Tex.	Smithtown, L. I.
Holyoke, Mass.	Souderton, Pa.
Hot Springs, Ark.	South Omaha, Neb.
Houston, Tex.	South Bend, Ind.
Huntington, L. I., N. Y.	Spokane, Wash.
Huntington, W. Va.	Springfield, Ill.
Hutchinson, Kan.	Springfield, Mass.
Indianapolis, Ind.	Springfield, O.
Idaho Falls, Idaho.	Stamford, Conn.
Ilion, N. Y.	Steubenville, O.
Ithaca, N. Y.	Superior, Wis.
Jacksonville, Fla.	Syracuse, N. Y.
Jacksonville, Tex.	Tacoma, Wash.
Jamestown, N. Y.	Tampa, Fla.
Jasonville, Ind.	Teague, Tex.
Jefferson City, Mo.	Temple, Tex.
Joliet, Ill.	Terre Haute, Ind.
Joplin, Mo.	Titusville, Fla.
Kansas City, Mo.	Toronto, Can.
Kenosha, Wis.	Trenton, N. J.
Kincaid, Ill.	Newburgh, N. Y.
Kissimmee, Fla.	New Castle, Pa.
Klamath Falls, Ore.	New Canaan, Conn.
Kokomo, Ind.	New Orleans, La.

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Newport News, Va.	Rochester, N. Y.
Newport, R. I.	Rockford, Ill.
New York City.	Rock Springs, Wyo.
Niagara Falls, N. Y.	Roundup, Mont.
Norfolk, Va.	Salem, Ore.
Norhampton, Mass.	San Antonio, Tex.
North Bend, Ore.	San Diego, Cal.
Norwalk, Conn.	Salt Lake City, Utah.
Norwood, O.	San Francisco, Cal.
Oakland, Cal.	Schenectady, N. Y.
O'Fallon, Ill.	Shreveport, La.
Ogden, Utah.	Sioux City, Ia.
Oklahoma City, Okla.	St. Augustine, Fla.
Omaha, Neb.	St. Catharines, Ont.
Orilla, Ont., Can.	St. Cloud, Minn.
Ossining, N. Y.	St. Joseph, Mo.
Oswego, N. Y.	St. Paul, Minn.
Ottawa, Can.	St. Petersburg, Fla.
Palestine, Tex.	St. Louis, Mo.
Paragould, Ark.	Tri-Cities—Davenport,
Parkersburg, W. Va.	Ia.; Rock Island
Parsons, Kan.	and Moline, Ill.
Passaic, N. J.	Troy, N. Y.
Paterson, N. J.	Uniontown, Pa.
Pawtucket, R. I.	Urbana-Champaign, Ill.
Peekskill, N. Y.	Vancouver, B. C.
Peoria, Ill.	Victoria, Tex.
Philadelphia, Pa.	Vincennes, Ind.
Phoenix, Ariz.	Waco, Tex.
Pittsburgh, Pa.	Walla Walla, Wash.
Pittsfield, Mass.	Washington, D. C.
Palm Beach, Fla.	Waterbury, Conn.
Portland, Me.	Watertown, N. Y.
Portland, Ore.	Watertown, S. D.
Pottsville, Pa.	Wauchula, Fla.
Poughkeepsie, N. Y.	Welland Canal Zone.
Pueblo, Colo.	West Frankfort, Ill.
Quincy, Ill.	West Palm Beach, Fla.
Racine, Wis.	White Plains, N. Y.
Reno, Nev.	Whitney, Tex.
Red Banks, N. J.	Wichita Falls, Tex.
Regina, Can.	Wilkes-Barre, Pa.
Richmond, Cal.	Wilmington, Del.
Richmond, Va.	Winnipeg, Can.
Robstown, Tex.	Worcester, Mass.
Roachdale, Tex.	Yonkers, N. Y.

Local Unions Chartered Last Month

St. Clairsville, O.
Tifton, Ga.
New York, N. Y. (Ship carpenters and sealers.)
Northeast, Pa.
Portsmouth, Va. (Shipwrights and boat builders.)

Total, 5 Local Unions.

Rejections

Herman Margolin, who applied for admission into L. U. 75 of Indianapolis, has been rejected three successive times.

The application of John Saar, who applied for admission into L. U. 993 of Miami, Fla., has been rejected three successive times.

Admitted Into L. U. 75

N. Z. Griffin, H. C. Duncan and Herman Olvey have been admitted into L. U. 75 of Indianapolis, Ind.

Misappropriated Funds

Local Union No. 331 of Norfolk, Va., is still on the lookout for J. W. Lawder, an ex-member of that local, who misappropriated funds while acting as treasurer. Lawder was expelled from the organization after trial on charges preferred against him. Anyone knowing his whereabouts should communicate with S. L. Somers, Secretary of L. U. No. 331, No. 1418 W. 26th St., Norfolk, Va.

Information Wanted

Lewis Stanley Harris, a carpenter by trade, or anyone knowing his whereabouts, is requested to communicate with his brother, Geo. W. Harris, P. O. Box 394, Halifax, Nova Scotia, Canada.

Information is wanted concerning the present whereabouts of Frank Smith, a carpenter, who worked in the shops of the Western Pacific Railway at Sacramento, Cal., in July, 1913. Address communications to Frank Duffy, editor.

Henry Holtman, of 583 Chene St., Detroit, Mich., is desirous to obtain the whereabouts of his brother, Fred Holtman, a union carpenter. He was last heard from in Chicago prior to the carpenters' strike in that city.

Anyone knowing the whereabouts of J. W. Harris, a member of L. U. No. 213 of Houston, Tex., who disappeared on July 20, will confer a favor on his wife by notifying her. Address communications to Mrs. J. W. Harris, 231 Courtland St., Houston, Tex.

Brother W. E. Gillner of Roann, Ind., is anxious to locate George M. Watson, a carpenter, who when last heard from was in East St. Louis, and working at the trade. He is wanted in connection with the settlement of an estate.

Casual Comment



Another Labor Day has come and gone!

* * *

Let us hope that it will stimulate and stiffen the organizing spirit everywhere.

* * *

The little old American dollar is now the world's standard of exchange. May it ever remain so.

* * *

By limiting the activities of Judge Hillyer in labor trials Colorado ably demonstrated that it could "come back."

* * *

Organized labor is the prime factor which will make possible a wider extension of democracy in industry.

* * *

Don't hearken to the indifferent; wake them up! Do a man's part in putting the American labor movement over the 3,000,000 mark.

* * *

All honor to Chairman Frank P. Walsh and Commissioners O'Connell, Garretson and Lennon!

* * *

The principal report of the Industrial Relations Commission was well named. It was in truth a "Manly" report. It had "teeth" and a "punch."

* * *

Facts, not "judicial poise" was what Mr. Walsh was worrying about while probing for the causes of industrial unrest. His enemies cannot say he didn't get them.

* * *

"Judicial poise" (Judge Taft to the contrary) is nowadays mainly an affair of poseurs. Real investigators pay scant attention to it when earnestly searching for the truth.

* * *

The chief benefit which we may expect from the presentation to congress of the Manly report is that it will direct

the trend of American public opinion into constructive channels as regards industrial unrest.

* * *

The Manly report characterizes the Rockefeller foundation's entrance into the field of industrial relations, through the creation of a "special division," as a menace to the welfare of the country.

* * *

It should be apparent to everybody that, backed by \$100,000,000 of the Rockefeller funds, such a movement has the power to influence the entire country in the determination of its most vital policy.

* * *

Last month the International Typographical Union held a very successful convention at Los Angeles and transacted much business of an important nature. Baltimore, Md., was selected as the 1916 meeting place.

* * *

It is satisfactory to know that all present danger of a great strike in the garment working industry in New York is at an end, the employers having finally accepted the award of the Board of Conciliation appointed by Mayor Mitchell.

* * *

Four officials of the company that owns the illfated Eastland, together with the steamboat's captain and engineer, have been indicted by a state grand jury at Chicago on charges of manslaughter and criminal carelessness. We understand the indictment of others on the same charge is being considered.

* * *

Trade unionists on the Pacific Coast are taking active steps to insure that the trial of Schmidt and Caplan shall not prove such a miscarriage of justice as was that of John R. Lawson. We trust they will be successful.

The Carpenter

Some of the notoriously conservative newspapers of the country such as the New York Sun and Times that defended Judge Hillyer and upheld the trial and conviction of Lawson will have their work cut out for them in explaining the recent action of the Colorado Supreme Court.

* * *

There is usually a kink in the makeup of the person who discriminates between the "worthy" and the "unworthy" poor. Whichever appellation one uses, it is merely a distinction and not a difference. A man is either poverty-stricken or he is not. Let it go at that.

* * *

George Bernard Shaw was right when he declared poverty a crime. It is a hideous one. But the criminal is not the poor man himself but the social or political system which permits poverty and its co-partner, unemployment, to flourish as a necessary evil.

* * *

Not very long ago we were grieved to hear of the death of Brother William Young, the well-known secretary-treasurer of the International Union of Elevator Constructors. Brother Young was a sterling trade unionist and had a host of friends. He has been succeeded in office by Frank Schneider of Philadelphia.

* * *

It gives us pleasure to learn that the great membership campaign which the United Mine Workers of America launched in the anthracite coal belt has been a great success. During the first week of the campaign President White addressed meetings in the vicinity of Scranton, Pa., and was greeted with an average daily attendance estimated at 7,500 miners.

* * *

Now is the time for the members of every Local Union in the jurisdiction of the U. B. to petition their representatives in both houses of congress to see that the reports of the United States Commission on Industrial Relations are printed in full and in sufficient quantities to meet the great demand which will

be made for them. This is a matter that should not be neglected.

* * *

According to the report of the Industrial Commission's investigators, Messrs. Chenery and West made public last month on the recent strike at Bayonne, N. J., in spite of the increase granted which brought the wages for common labor to 22 cents per hour, the Standard Oil Company got the best of the struggle.

* * *

The investigators pointed out that the Standard Oil Company, although conducting an enormously profitable enterprise, pays wages too low to maintain a family on a comfortable, healthful basis. In Bayonne it paid common laborers at a lower rate than those of two companies whose plants adjoin its refineries.

* * *

Judge Ben Lindsey's enemies are seemingly tireless in their efforts to harass and annoy him. Recently he was held in contempt of court by Judge Perry of the Denver criminal court. His crime was that he declared he would rather go to jail than divulge a confidential statement made to him by a twelve-year-old boy in Juvenile Court.

* * *

It is more than pleasing to learn that Joseph Scott, the well-known Los Angeles attorney, has secured a verdict of \$30,000 damages against the champion labor hater, Harrison Gray Otis. The latter tried some of his fire-eating tactics on Scott and as a result his character destroying campaign has suffered a jolt.

* * *

Attorney Scott conducted his own case and in the course of his remarks asked if it had come to a point where "a man can't make a living, that he cannot practice his profession unless, like the serf of old, he bends his back and bows himself before the Los Angeles Times in order that he may have a chance to do it." The arrogance and pretensions of Otis seem to grow worse as he grows older.

The Carpenter

General Treasurer Neale is a busy man these days, for he is finding that the work of bonding local officers which has been intrusted to him, is no small job. In addition to his other duties this keeps him on the go pretty nearly all the time—in fact, he is so busy he has scarcely time to talk. Just the same, however, Tom still wears the sunny smile “that won’t come off.”

* * *

How the world does change! From the scattered impressions we gathered from time to time of Japanese manners and customs we imagined that far eastern land, in which caste cuts such a big figure, would be about the last place in the world to find a labor movement. Nevertheless, we understand that two delegates representing the Japanese workers will attend the forthcoming A. F. of L. convention at San Francisco.

* * *

The U. B. members of northern Ohio journeyed in large numbers to Meyers Lake Park, Canton, on Saturday, August 14, and held a very enjoyable outing. During the day a ball game between L. U. No. 11 and L. U. No. 105 and a number of field events were pulled off. The boys had the time of their lives judging from the hilarious illustration of the picnic which appeared in the Cleveland Press.

* * *

Secretary Treasurer Olander, of the Illinois State Federation of Labor, in commenting on the subject of the Eastland disaster, characterizes the Federal steamboat inspection service on the lakes as a farce and “a fraud on the public.” He charges that under the law the inspectors are chargeable with the duty of correcting the faults mentioned in every one of the five charges in the indictment against the owners of the vessel and that in the case of the Eastland, as in many others, they failed utterly.

* * *

There will be no amalgamation between the United Mine Workers and the Western Federation of Miners—at least for the present, according to a report

signed by committees representing the two organizations which have been studying the question for some time. The harmonious relations which have existed between the two organizations will, however, be continued. Amalgamation was rendered undesirable because of “reasons of policy, occasioned by present circumstances affecting both organizations.”

* * *

The month of August, which has just passed, has proved an exceptionally successful one for the International Association of Machinists, the eight-hour day which the organization has been strenuously fighting for having been granted in a large number of manufacturing centers. The present time, while factories throughout the country are working to capacity turning out war material, seems to be the psychological moment for the machinists to enforce their demands and they are availing of it.

* * *

The New Jersey State Federation of Labor held a very successful convention in Jersey City last month. The proceedings of the body were notable for the fact that the Roosevelt and Bayonne strikes, which focused the attention of the nation on the state during the last year, were discussed at length and strong resolutions passed condemning the local officials and the hired gunmen in the guise of deputy sheriffs, for outrages committed on the striking workmen.

* * *

Sheriff Kinkead and other Hudson county officials were scored for their action in the Bayonne strike in endeavoring to force strikers back to work and the removal of Sheriff Haughton of Roosevelt was urged. Haughton was in charge of the deputies who fired upon and killed several strikers. We are glad to note that former Vice-President Quinn, of our organization, again heads the New Jersey State Federation. His record as a member of the state legislature in the interest of labor was praised by the convention.

Correspondence



The Duty of Caring for the Aged Carpenter

Editor The Carpenter:

Many Local Unions and their delegates have at past conventions submitted theories, plans and estimates to finance superannuation benefits or pension for the old aged and infirm; sanitarium for treatment of consumptives; mineral baths for those afflicted and an old home for the homeless and the lonely.

Submitting propositions along these lines to provide comfort and sustenance for incapacitated and dependent brothers is the intelligent work of humanity and is worthy of the highest commendation and it is to be regretted that this charitable work has been unthoughtfully turned down in the referendum vote by our rank and file.

Fifty-four locals and one District Council have submitted and supported resolutions and amendments for the purpose of convincing the members that such benevolent systems and institutions are a prevailing necessity and a natural as well as a fraternal duty.

A pension plan was submitted at the Atlanta Convention by amending the section then known as Section 184 and the members behind the resolution contended that the General Office should donate \$150.00 annually to members in good standing for twenty-five years and over sixty years of age. The latter resolution was concurred by the constitution committee and endorsed by the delegates in attendance at that convention and referred to the rank and file referendum vote but failed to receive the necessary two-thirds vote.

At the Milwaukee Convention a resolution was submitted by L. U. No. 264 of Boulder, Colo., that set forth a good proposition for the U. B. to erect and equip a sanitarium for the free treatment of those of our members afflicted with lung trouble. The resolution was

known as resolution No. 20 and the end of it was in the following words: "Your committee on resolutions does not concur in resolution No. 30."

At the Niagara Falls Convention the same Local Union No. 264 submitted about the same kind of resolution as presented at the Milwaukee Convention and it received the same treatment by another resolution committee, but they gave their reasons for turning down resolution No. 40. They believed the question was somewhat outside the province of the U. B. as a labor organization and that the insurance end of the U. B. was strained to the limit. (See pages 319 and 320 Niagara Falls Convention proceedings.)

At Salt Lake City five locals of Colorado submitted another plan which was deliberated on at some length on the Convention floor. This time General Secretary Frank Duffy took part in the debate, favoring the project. He told the delegates the question of trying to establish a superannuation fund was not a new one, as it had been brought up at previous conventions. He reminded the delegates that it would be necessary to raise the per capita tax to the General Office. He also stated then that this question seemed to have the unanimous endorsement of the Atlanta Convention, but when it came to assessing the rank and file another extra five cents to finance the proposition of a pension system, it was buried so deep that it was not heard of until the Salt Lake City Convention. (See pages 355 and 379, Salt Lake City Convention proceedings.)

At Des Moines the G. E. B. reported their failure to submit a feasible plan to establish a sanitarium or home as they said they didn't believe the rank and file would favor the proposition because there would have to be a fund created to finance the project. Here we might state that the matter of considering the

The Carpenter

ways and means to establish a fund was referred to the G. E. B. at the Salt Lake City Convention, through the contents of resolution No. 72, submitted by five locals of Colorado, Nos. 515, 264, 362, 55, 417, and although the majority of that G. E. B. gave a discouraging report of this humanitarian work, they did not daunt in the least the delegates at Des Moines who were friendly to the project. At Des Moines five new resolutions bearing on this humane work deeply interested the majority of the delegates in attendance. (See page 240, Des Moines Convention proceedings.)

Resolution No. 1 submitted by Local Union No. 339 and Delegate Proctor of Fort Worth, Texas, requested the U. B. to take up the work of establishing a home for the sick and distressed; Resolution No. 2 submitted by L. U. 796 and Delegate Farley of Rock Island, Ill., requested the U. B. to establish a sanitarium for the treatment of those afflicted with tuberculosis; Resolution No. 52 submitted by L. U. 898 and Delegate McDaniels of St. Joseph and Benton Harbor, Mich., also Delegate Wm. L. Hutchinson, L. U. 334, Saginaw, and Delegate Quigley, L. U. 19, Detroit, and other delegates representing locals in the State of Michigan; also L. U. No. 158 of Los Angeles, Cal., submitted resolution No. 55 through their Delegates Goodwine and Stone, which provided for a self-supporting institution for the old aged and homeless. Seemingly the intention was to obtain the self-support from farm and garden products. Also an insurance clause or system came up, but didn't receive much support, although it was a good plan for those desiring safe and cheap insurance. The other four resolutions submitted at Des Moines were referred by the delegates (this time to the General Officers) with instructions to take up the work of investigating and collecting data pertaining to grounds and buildings and cost of sustaining the inmates, etc., and to report at the following Washington, D. C., Convention. (See pages 50, 51, 374 and 517.)

At the Washington D. C. Convention, General Secretary Duffy submitted an

extensive detailed report pertaining to all grounds and building supplies and chattels and the estimated cost of caring for each dependent. The report was submitted in compliance with the instructions of the delegates in attendance at Des Moines and was encouraging and satisfactory. After its unanimous endorsement it was referred to the rank and file for the necessary two-thirds vote, but the whole matter met defeat. Five other propositions were submitted at the Washington, D. C. Convention and acted on by the resolution and constitution committees, presented by the following locals and their delegates:

Resolution No. 2 provided for a pension system in behalf of the faithful workers in the pioneer days when the carpenter trade stood in need of local volunteers. This resolution was submitted by L. U. No. 1151, Batavia, N. Y. Resolution No. 4, submitted by L. U. No. 55, Denver, Colo., provided for superannuation benefits of \$12.00 per month to be paid quarterly out of the general treasury. Resolution No. 8, submitted by L. U. No. 78, Troy, N. Y., provided to empower the G. E. B. to create a fund to assist the helpless and sick U. B. members, but did not state any sum. Resolution No. 51, submitted by the Milwaukee, D. C., provided to assess the general membership by increasing the per capita five cents to help establish a fund at the General Office, to be paid out to members in their old days when they were no longer able to follow their occupation.

Resolution No. 45, submitted by L. U. No. 495, Streator, Ill., was a proposition presented by a committee of the latter local for the endorsement of that Local Union and then to be submitted to the six sister locals of that County, namely: L. U. 661, Ottawa; L. U. 1037, Marseilles; L. U. 1192, Oglesby; L. U. 336, La Salle; L. U. 195, Peru; L. U. 1296, Mendota, all seven locals located in La Salle County, Illinois. After the endorsement of the seven locals, it was to be sent out by the committee of L. U. 495 to all other locals in the state,

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setting forth a feasible plan of a self-supporting nature to build and maintain a sanitarium for treatment of members afflicted with lung trouble; also an old age home for members of U. B. The proposition was highly endorsed by many locals throughout the state and when submitted to the Washington Convention, was classed with the other four propositions along the superannuation lines in the recommendations of the General Officers submitted by General Secretary Frank Duffy, carried over from the Des Moines Convention as per the latter named Convention's instructions and was referred to the rank and file referendum vote by delegates in attendance at the Washington D. C. Convention and by unanimous vote approved by the latter delegates, but for some unknown cause, it was overwhelmed and defeated in the referendum vote. It was much regretted by the majority of the members of L. U. 495 and the other locals in La Salle County that the self-supporting proposition of the latter local got mixed up with others as the proposition was submitted only as a state-wide affair and purposely to introduce this sympathetic work for the benefit of all helpless U. B. members. Also sixty other locals throughout the State of Illinois had approved of the self-supporting co-operative plan and regretted the defeat of the project which was to draw its support from the manufacture and sale of wood products produced on the grounds by various manufacturers and their union employes (See pages 450, 451, 452, 453, 454, Washington D. C. Convention proceedings.)

At the last convention in Indianapolis, September, 1914, quite an extensive and feasible plan was submitted by L. U. No. 1319 of Albuquerque, N. M., that provided for two old aged homes and two sanitariums, one for locals east and one for those west of the Mississippi River, but owing to no representative representing L. U. No. 1319, there was nothing done with resolution. Here we might state that if it had not been for the General President, Brother Kirby, in his report to the In-

dianapolis Convention making a few appropriate remarks favoring an old home or pension, all of the work at former conventions submitted and endorsed by the many locals would have been forgotten. Still, supporters of this good work, no doubt, were pleased because the General President did come out in good advice, praise and sincere criticism in behalf of either plan.

The General President, in his report, recommended that the G. E. B. take up the matter of considering the old home or pension and the committee on the General President reported favorable on the recommendations of that part of the report. At the January, 1915, meeting of the G. E. B., the matter of data and propositions of ways and means to provide a fund for an old home or pension was acted on by that body and was referred to the Secretary of the G. E. B. to secure data, etc., to the end of submitting same to the rank and file.

But here we would kindly ask what effect will a report from the G. E. B. at the next convention further the establishing of a home or pension if the General Office doesn't submit some plan whereby the proposition can be financed. This is the third time it has been referred to other G. E. B.'s and still nothing is done for those suffering, homeless and lonely brothers. Let us all hope that the General President and the General Secretary have struck a plan or trail that will lead to an honest and independent plan that will prove successful to finance an old aged pension; an old aged home with a sanitarium in connection; all three and provide for the good, lawful wives of the members of the U. B. of C. and J. of A.

In concluding this communication we will make an appeal to all Local Unions and delegates who have taken former action in submitting resolutions and supporting resolutions of a like nature to provide for the sick, the aged, the infirm, the homeless and indigent brothers; and now, that it has leaked out that there is a movement on foot to petition the General Executive Board to establish a tool purchasing department at

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the U. B. headquarters, whereby the rank and file could locate a union tool manufacturing plant that would be a financial backing to an old home or pension system and be the means of securing a better quality of tools purchased at considerable less money, and provide some kind of employment for many of our old home members if the parties, that is, the steel tool manufacturer under this plan now under consideration move their plant on an intended old home grounds when our G. E. B. get to it, which we hope will be sometime this season. Now, if we are going to engage parties to manufacture our carpenter tools through our headquarters, let all our membership that use hand edge tools patronize as well as boost the plan of our General President and General Treasurer if they are planning such a profitable system on a co-operative plan in this high cost of living days by lowering the price of tools manufactured under their supervision.

Last, but not least, let us not forget those sympathetic locals and delegates that in past conventions have done their best to provide some comfort and help through resolutions, amendments and endorsements in their locals and conventions. Here let all take note of their number, as we got them from the proceedings of the past six conventions:

L. U. 515; L. U. 362; L. U. 55; L. U. 417; L. U. 339; L. U. 796; L. U. 898; L. U. 334; L. U. 19; L. U. 198; L. U. 495; L. U. 1544; L. U. 661; L. U. 1037; L. U. 336; L. U. 1265; L. U. 479; L. U. 360; L. U. 269; L. U. 250; L. U. 1151; L. U. 78; L. U. 55; (L. U. 264 that presented resolutions at Milwaukee and Niagara Falls Conventions through their delegates and were the only propositions offered at the two conventions. It is to be regretted L. U. 264 has lapsed.) L. U. No. 1319 of Albuquerque, N. M., that presented resolution No. 3 was endorsed by the following Local Unions: 168, 515, 63, 12, 1384, 311, 635, 2, 326, 425, 470, 352, 112, 89, 388, 1089, 1217, 1030, 1761, 234, 953, 1440, 558. Total locals, 46; one D. C.; one General President and General Secretary.

Yours for a pension and old home with sanitarium,

FRANK M. STAHL, L. U. 13,

D. J. FARLEY, L. U. 1544,

HENRY GROSSHANS, L. U. 495.

Query Re Filling In New Due Books

Editor The Carpenter:

Here is a matter I have often thought about calling the attention of Financial Secretaries to:

In making out a duplicate due book for a brother member in my past experience as Financial Secretary, I find many brothers on clearance who have been initiated into the Brotherhood for eight, ten or twelve years, coming here with a new book showing them initiated last year. In other words, the Financial Secretary issuing a new book to a brother when his old book is full will put that brother as having been duly initiated, giving the local's number issuing the new book and date of issuing the new book, notwithstanding the fact that the brother was originally initiated years before in some other local. The point I want to make clear is that they don't give the original date of his initiation and where initiated.

Fraternally yours,

ROBERT CURRIE,

L. U. 55, 1947 Stout St., Denver, Colo.

(As there have been many inquiries in the past as to the proper method of filling in new due books, I would refer Financial Secretaries to the report of the General Executive Board to the Eighteenth General Convention viz: "When a member's due book is filled a new one should be made out the same as the old one and marked 'renewed,' and the new due book should be signed by the President and Financial Secretary of the local issuing same." In other words, the new book should show the local's number in which he was initiated and date of initiation (not the date his book was renewed, nor local number renewing same); viz: John Jones initiated in L. U. No. 22, September 22, 1901 transfers to Local No. 1, Chicago, and

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has a new due book made there on April 1, 1915, it should show he was initiated in Local No. 22, September 22, 1901, and marked "renewed" and no other data should be inserted. Many Secretaries make the mistake of inserting the date the due book is renewed.—General Secretary.)

Ladies Auxiliary for Tulsa, Okla

Editor The Carpenter:

For several months past the wives and daughters of the carpenters have been giving a social in connection with the first meeting of each month. These socials have been greatly appreciated by all and we, carpenters, certainly owe a debt of gratitude to the ladies for the excellent program and refreshments which they provided for our entertainment. The last one was held at Central Park, from 7:30 to 10:00 P. M. on the evening of July 14th. The long park table fairly groaned under the load of good things provided.

When all had partaken of this substantial repast those present were called to order by one of the members, and a committee was elected to arrange for the following social to be held at Owen Park.

One of the beneficial results of these socials is a growing desire on the part of the ladies and the members to organize a Ladies Auxiliary. Before the meeting adjourned a temporary organization was effected. Mrs. Roscoe was elected President and Mrs. Wise, Secretary.

It is very quiet here, but most of our members are working at present.

Yours fraternally,

W. T. Maxwell,

Vice-President Oklahoma State Council,
Tulsa, Okla.

Stronger Organization a Need of the Hour

Editor The Carpenter:

The conviction has been borne in upon America's workers that organization is the only sure means for assuring their protection and furthering their well-being. The spirit of organization, fra-

ternity and solidarity is moving men and women wage earners to unite in the great movement for human rights.

In some parts of our country labor forward movements and individual efforts are making the movement for organization a live force, stimulating and cheering the workers on to still greater things. These efforts afford great possibilities. Other places need new life and new enthusiasm—enthusiasm for the cause of labor.

It is particularly necessary at this time to increase and strengthen organization. We are in a critical time when at any moment the forces of readjustment may grip the unprotected workers in the merciless clutches of an industrial crisis. We must prepare against the change in industrial currents that shall surely follow the ending of the present European war.

Only through organization can the workers protect themselves against efforts to make them bear the brunt of industrial depression and readjustment. Through organization, the wage earners can assert their rights, maintain American standards of life and have a voice in determining industrial conditions.

Through organization, ideals and aspirations become real forces for progress in the lives of the workers.

It is good business sense then to make our organizations as strong as possible.

Because of its great importance, we at this time present the matter of organization to all workers, but particularly to the organizers. For these reasons our volunteer organizers are urged to additional service and activity to organize the yet unorganized wage earners of the continent. We recognize that the organizers who are voluntarily giving their splendid services to labor's cause are often placed at a disadvantage in many ways by making sacrifices to benefit our fellow wage earners. Our organizers are not always in a position to give their time, with the loss of wages which this entails and hence the work of organization may sometimes lag as a consequence.

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In order to overcome this difficulty and to help the cause of organization, we make a special offer to compensate our volunteer organizers by the sum of \$20.00 for each charter application received and charter granted by the A. F. of L., the union to contain fifteen members or more.

Of course, all must understand that the work of organizing locals for our international unions must not be impaired or neglected in the slightest degree. On the contrary, whenever there be any discretion, such locals when organized must be placed under their respective international unions. The purpose of this offer is to organize our fellow workers to the fullest limit of our opportunities and to compensate our volunteer organizers for their loss of time and expenses incurred in the work. This offer of compensation, or more properly, reimbursement, will continue in force from this date until December 31, 1915.

It is the earnest hope of the A. F. of L. that our organizers, members and friends of the labor movement will renew their zeal for agitation, education and organization and will bring fresh enthusiasm and persistent endeavor to the services of the labor movement and the cause of humanity.

Now for the 3,000,000 mark!

Faternally yours,

SAM. GOMPERS,

President American Federation of Labor.

FRANK MORRISON,

Secretary A. F. of L.

Wants Labor Press and Party

Editor The Carpenter:

In reading the Editorials in the May number of The Carpenter, I find Walsh vs. Rockefeller; The Hatters fine of \$290,000 and a 72-hour week for women.

Brother Carpenters, when you read this do you ever stop to think for yourselves or do you just read it and then go to sleep and let the politician do the thinking for you.

Rockefeller stands convicted by his

own admission and yet no one dares to convict him, as he is the real government of the U. S. A., by your consent, because you aid him to maintain his position. Here in Ohio, the Supreme Court has declared unconstitutional a law which protected the union worker. The union worker now has a price on his head. As Wm. H. Taft said before the Manufacturers' Association, the union workers are a lawless bunch; do you get this, Brother Carpenter?

I come to this conclusion: If trades unionists ever will succeed they must think for themselves; the daily papers are not printed for the benefit of organized labor; they are owned and controlled by the Manufacturers' Association, as the latter realized that the public press sways public opinion; and that you, as a reader of the daily newspapers usually reflect the views you find in it.

Brother workers, you will have to do like the manufacturers and control your own press to mould your own ideas. You must read and think what is to your own interest. You must read and think only for yourselves. You have seen that the Supreme Court is not to your interest. Let us abolish it. You have congress and Senate and your state legislature to make laws for you. It remains for the judicial body to enforce them, not to declare them unconstitutional.

Now, brother, you, as an American citizen, and as a union man, could it be possible that you could vote for anyone who is not in favor of union labor? It seems to me you are always voting for Rockefeller and the manufacturers benefit; that is the reason you never have anything.

Just think, 85 per cent of us go to the polls to vote and the greater number vote against their own interests. They find this out best when forced out on a strike, then those for whom they voted turn the police club against them to beat into the heads of organized labor the fact that they voted against their own interests. Do you understand?

RICHARD HAASE, F. S.

L. U. 84, Akron, O.

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Brother Hill and the Curvature of the Earth

Editor The Carpenter:

After reading Brother Rowland Hill's article on leveling sills in the July Carpenter, I am moved to point out an error in the brother's calculations.

The curvature of the earth's surface is not nine inches in one half mile as the brother states, but slightly over eight inches to the mile; to be exact, 8.008 inches. In ordinary calculations, however, the curvature is taken to be eight inches to the mile.

To determine the amount of curvature for a greater or less distance, the rule is to multiply the eight inches by the square of the distance; thus we find the curvature for two miles to be $2^2 \times 8$ or 32 inches, for three miles $3^2 \times 8$ or 72 inches, and so on.

The same rule applies for distances less than a mile but such distances must be considered as fractions of a mile and the square of such fraction taken as a multiplier. In this way we find the curvature for $\frac{1}{2}$ mile to be $(\frac{1}{2})^2 \times 8$ or 2 inches, for $\frac{1}{4}$ mile $(\frac{1}{4})^2$ or $1-16 \times 8$ equals $\frac{1}{2}$ inch and for 1-16 mile or 330 feet it is $(1-16)^2$ or $1-256 \times 8$ or 1-32 inch instead of 11-8 inches as the brother states. These amounts are too trifling to be taken into consideration in building operations.

J. H. FLANSBURG,

L. U. 1082, San Francisco, Cal.

The New York State Council Convention which was held at Gloversville, N. Y., in the month of August was an event of which the U. B. in the empire state may well be proud. With the growth of the organization each year and its widening sphere of influence it is natural that each succeeding state council gathering should increase in importance and demand more weighty intelligence from the attending delegates. The deliberations of the Gloversville convention show that the New York State brothers have reached a high state of efficiency in dealing with their home affairs.

Labor Notes

The Labor Day edition of the American Federationist is a notable achievement in the realm of labor journalism of which its editor may well be proud. Its leading feature is a symposium of views on the Clayton bill which is led by Senator A. B. Cummings; Secretary of Labor Wm. B. Wilson; assistant Secretary of Labor Post, and a number of men prominent in the labor movement. The Seamen's Act is also treated of, and a department is given over to the views of leading women trade unionists. Every wage earner who has the opportunity should read the current issue of the Federationist.

It is a pleasure to us to record that union carpenters were employed in the erection of the Amaintus apartment house which was recently built at Rhode Island and 18th Sts., Buffalo, N. Y. It was constructed entirely of concrete and metal trim and Brother Vantine, Secretary of the Buffalo D. C., informs us that for the last year the job has given employment to from four to twelve carpenters and, at times, twenty, all getting the scale and working union hours in the erection of the metal work. Instead of "hoping that it may be the last of the kind" the Buffalo brothers are looking for more of the same kind of work under the same favorable conditions.

That the National Women's Trade Union League has arrived at a point where it is now the paramount factor in expressing the needs and voicing the aspirations of the women wage earners of the nation is clearly shown by the published proceedings of the fifth biennial convention of that organization. The reports of Mrs. Margaret Dreier Robins, the President of the league and of Miss Franklin, the Secretary, which were read at the opening of the convention, form a striking summary of the work the league is doing to strengthen the position of women in industry.

News Notes from Local Unions



Houston, Tex., L. U. 213.—There was no loss of life among the carpenters of Houston during the recent great storm. The damage to the city will amount to about fifty thousand dollars and two or three weeks will repair all of the carpentry work destroyed. Glass and tin roofs suffered most damage. Work prospects should not bring outsiders to the city as it looks as if there will not be enough work in Houston to keep the home men employed during the coming winter. E. U. Ritz, R. S.

* * *

Bisbee, Ariz., L. U. 1648.—Union carpenters are advised to stay away from Fort Hauchuca, as the contractors there have decided to pay a graded non-union scale ranging from \$2.00 to \$4.00 per day, based upon the quantity and quality of the labor available. G. Scherrei, R. S.

* * *

Vincennes, Ind., L. U. 274.—Carpenters are urged to stay away from Vincennes. All the reports that there is a building boom on here are false. A large number of local mechanics have been idle for the last eight months and there is little prospect of a change for the better at present. O. T. Ott, R. S.

* * *

Fort Smith, Ark., L. U. 71.—Conditions in Fort Smith in the carpentry trade are extremely bad and at present there is no work at all to be had by the local brothers. All traveling carpenters are urged to stay away from this locality. Chas. A. Mills, R. S.

* * *

Ogden, Utah, L. U. 450.—Owing to slack conditions in the trade in Ogden and vicinity it has been found necessary to place the district on the "stay away" list. This summer conditions have been so bad that there is scarcely enough work to keep the home members employed. Paul Struppell, R. S.

Lakeworth, Fla., L. U. 1308.—This vicinity is suffering from the same trade depression experienced by many other Florida locals which have been published in the "stay-away" list in the last few months. There are more men here than can be found work for. Traveling brothers should heed this and keep away.

* * *

Geneva, N. Y., L. U. 187.—Work is very scarce in Geneva and there has been very little doing in the carpentry line there for several months. More men are in the jurisdiction of this local now than there is work for and prospects are not bright. All outsiders should keep away. W. N. Brown, Secretary.

* * *

San Diego, Cal., L. U. 810.—This local again notifies carpenters to stay away from San Diego. Conditions have not improved in the last few months; in fact, there is little or no building going on. It is our opinion that the Coast is a bad place for carpenters just now. It is true that there are quite a number of people attending the exposition at San Francisco but a great deal of money is not being spent. George Fought, R. S.

* * *

Pawtucket, R. I., L. U.'s 342, 1125, 1877.—Traveling brothers are urged to keep away from Pawtucket for the present as conditions are dull with no prospect of improvement in the near future. A large percentage of our members cannot find employment and the influx of traveling brothers only floods the city with idle men. C. Clarkson.

Regarding Criticism

The fault-finding faculties of some people are ever alert. Nothing causes discord among workmen so quickly and easily as this dominant characteristic of the chronic growler.

Death Roll



CALDER, JOHN, of L. U. 87, St. Paul,
Minn.

CAMPBELL, QUINTON DUNN, of L. U.
1779, Calgary, Can.

DOWLER, MRS. wife of P. W. Dowler,
of L. U. 131, Seattle, Wash.

Information Wanted

J. R. Thompson, of 1113 Sheffield street, Pittsburgh, N. S. Pa., is desirous of learning the whereabouts of his half-brother, John J. Hood, a carpenter. The



missing man was a member of L. U. 211, of Alleghany, Pa., until about four years ago. He was in Denver, Colo., when last heard from. The accompanying photo shows Hood as he appeared several years ago.

The present whereabouts of Norman Cashon, a union carpenter who was last heard from in Philadelphia, Pa., about five years ago, is required. His father, William H. Cashon died in Bridgewater, Nova Scotia, in March of this year, leaving a small estate to which he and his sister are entitled to equal shares. Cashon largely followed exposition

work. He was employed on the Paragon Park resort at Nantasket Beach near Boston, at the Jamestown Exposition and at various pleasure resorts in New York and Philadelphia, and may have worked on the San Francisco Exposition buildings. Address communications to Henry D. Nunn, attorney, 68 Devonshire St., Boston, Mass.

Information is wanted concerning James Devenport Yelton, a carpenter, who left his home in Latonia, Ky., December 27, 1913, to go south looking for work. He is forty years old, with dark hair and gray eyes. He stands about five feet, nine inches and weighs between 165 to 180 pounds. Yelton has a small scar on upper lip and wears an Odd Fellows' and Masonic charm on watch guard and ring on little finger of left hand. He was formerly a member of L. U. 1703. Send information to J. B. Parsons, of L. U. No. 1703, 1107 Decoursey Ave., Latonia, Ky., or to Mrs. Laura Yelton, Dryridge, Ky., Route 1.

The W. A. Ives Company Make Novel Offer

Much interest is being taken by members of Local Unions in the novel scheme which the W. A. Ives Manufacturing Company of Wallingford, Conn. have adopted in order to popularize their well-known brand of "Mephisto" augur bits among members of our organization. This company, which recently unionized every department of its manufacturing plant, is offering fifty dollars in gold to the treasury of the Local Union the members of which purchase the largest number of full sets of "Mephisto" bits (13 bits in a set, 1 each 4-16 to 16-16 inclusive.) The contest ends September 30. In order to gain the prize, members must deposit with the Secretary of the local receipted bills from the hardware stores where the sets have been purchased.

State Council Activities



Quebec Provincial Council

The annual convention of the Quebec Provincial Council of the U. B. was held in the town of Shawinigan on July 3 and 4, and went into history as the most successful one held thus far by the membership in that section of Canada. Warm hospitality was accorded the visitors by the municipal authorities and the citizens of Shawinigan, the delegates being royally entertained. The Local Unions of Sherbrooke, St. Hyacinthe, Valley Field, St. Anne de Bellevue, Jonquieres, Chicoutimi, Rimouski, Three Rivers and other points were well represented, Montreal, Maisonneuve, St. Henri and Lachine furnishing the largest contingents.

The sessions were held in the assembly room of the town hall, which had been placed at the disposal of the U. B., and at ten o'clock on the morning of July 3, G. E. B. member Arthur Martel, President of the Provincial Council, called the convention to order. Mayor J. E. Thibaudeau welcomed the delegates in an interesting address and assured them that the citizens would do their best to make their stay a pleasant one. The local committee on arrangements composed of Brothers Dube, Saint-Pierre and other members of the Shawinigan Local Union, also addressed the delegates.

A large amount of business was transacted during the two days' session, the abnormal industrial conditions existing as a result of the war coming in for much discussion. Among the resolutions adopted by the convention were the following:

That carpenters and joiners employed by the harbor commissions of the Province be paid the established scale of wages existing in that locality.

This convention endorsed a resolution of the Ontario convention demanding of the Federal government that a "fair

wage" scale be attached to every contract awarded in no matter what ministry and that any contract to which there is not attached this "fair wage" scale be null "ipso facto."

Every trade organization was asked to undertake a campaign in favor of the establishment of the eight-hour day in order that in these times of depression, work might be obtained by the greatest number possible.

The convention strongly blamed the attitude of those employers, government authorities or individuals who profit from the present state of war by imposing starvation wages on the wage earners and by exploiting their work.

The Executive Committee was ordered to investigate the conditions and scale of wages which will be paid to the workers on the St. Maurice construction work at the River Loutre, a work which will cost millions, and they demand that in the workshops the proper scale of wages be paid to all men employed.

At the close of the convention a resolution of thanks was passed to the mayor and citizens of Shawinigan and the local U. B. members for the cordial manner in which they had entertained the delegates.

On the afternoon of July 4, a big public meeting was held in the Orpheum Theater, which was addressed by Brothers Arthur Martel, M. Arcand, O. Proulx of Montreal and A. Dube of Shawinigan. The new Executive Board of the Provincial Council is composed of Arthur Martel, President; G. M. Fraser, Vice-President, and O. Proulx, Secretary. The next convention will be held the first Saturday in July, 1916, at St. Anne de Bellevue.

Iowa State Council

The second annual convention of the Iowa State Council of Carpenters was held at Fort Dodge, Ia., during the week

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of June 8, and was a very successful event in every particular. It showed that great progress had been made since the Council was organized at Cedar Rapids on August 14, 1914.

About two-thirds of the carpenters of the state were represented by delegates and great interest was evinced in the proceedings and the discussions which marked the various sessions. Plans were laid for pushing organization work and special attention will be paid to the organization of the mills in the coming year.

The following officers were elected and will hold office until December, 1916:

President—C. L. Beck, of Cedar Rapids.

Secretary-Treasurer—W. B. James, of Cedar Rapids.

Executive Board—G. E. Polly, of Sioux City; L. C. Rassmussen, of Council Bluffs; J. E. Andresen, of Marion; F. D. Watson, of Ottumwa; H. Jones, of Des Moines; F. A. Martens, of Dubuque.

Des Moines was chosen as the next convention city, and the date set for December, 1916, just previous to the convening of the thirty-fourth General Assembly, at which time it is hoped every local in the state will be affiliated and represented.

Brother F. A. Martens, writing of the work done by the Iowa Council since its inception, says:

The executive board of the Iowa State Council was in session in Des Moines in January, of this year, and discussed various labor legislative measures. Several bills were drafted, one of which known as the Mechanics' Tool Bill, was enacted into law by the thirty-third General Assembly, with the assistance of President Strief of the State Federation of Labor. Another bill, known as the scaffolding bill, was lost after a hard fight.

The object of the State Council is to establish better conditions throughout the state, to facilitate the organization of subordinate locals in the smaller towns and cities in the state, to regulate

and equalize the apprenticeship laws, to act as a medium of arbitration, to procure state legislation favorable to our craft, as well as favorable to the general labor movement of the state, to keep the various local carpenter crafts of the state in close touch with one another, to furnish information regarding employment, and to further advance the interests of the Carpenter Brotherhood throughout the state of Iowa.

A Clarion Call

In a separate report embodying the personal findings of Chairman Walsh of the Federal Commission which will be presented to congress in addition to the Manly and other reports, and which has been concurred in by the labor members of that body, low wages are given as the basic cause for industrial unrest.

The workers of the nation, says this report, through compulsory and aggressive methods, legal and illegal, are denied the full product of their toil and the consequent unrest has grown to proportions that already menace the social good will and the peace of the nation.

Continuing this trenchant indictment of present social conditions, says:

"The extent and depth of industrial unrest can hardly be exaggerated. State and national conventions of labor organizations, numbering many thousands of members, have cheered the names of leaders imprisoned for participation in a campaign of violence, conducted as one phase of a conflict with organized employers.

"Employers have created and maintained small private armies and used these forces to intimidate and suppress their striking employes by deporting, imprisoning, assaulting and killing their leaders. Elaborate spy systems are maintained to discover and forestall the movements of the enemy. The use of state troops in policing strikes has bred a bitter hostility to the militia system.

"Courts, legislatures and Governors have been rightfully accused of serving employers to the defeat of justice, and while countercharges come from employers and their agents, with almost negli-

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gible exceptions, it is the wage earners who believe, assert and prove that the very institutions of their country have been perverted by the power of the employer.

"To the support of the militant and aggressive propaganda of organized labor has come, within recent years a small but rapidly increasing host of ministers, college professors, writers, journalists and others of the professional classes, distinguished in many instances by exceptional talent which they devote to agitation, with no hope of material reward.

"We find the unrest here described to be but the latest manifestations of the age-long struggle of the race for freedom of opportunity for every individual to live his life to its highest ends.

"The unrest of the wage earners has been augmented by recent changes and developments in industry. Chief of these are the rapid universal introduction and extension of machinery by which unskilled workers may be substituted for the skilled, and an equally rapid development of means of rapid transportation and communication, by which private capital has been enabled to organize in great corporations.

"Work formerly done at home or in small neighborhood shops has been transferred to great factories, where the individual worker becomes an impersonal element under the control of impersonal corporations. Women in increased numbers have followed their work from the home to the factory, and even children have been enlisted."

"Now, more than ever, the profits of great industries under centralized control pour into the coffers of stockholders and directors who never have so much as visited the plants, and who perform no service in return. And while vast inherited fortunes, representing zero in social service to the credit of their possessors, automatically treble and multiply in volume, two-thirds of those who toil from eight to twelve hours a day receive less than enough to support themselves and their families in decency and comfort.

"We find that many entire communities exist under the arbitrary economic control of corporation officials charged with the management of an industry or group of industries and we find that in such communities political liberty does not exist, and its forms are hollow mockeries.

"In larger communities where espionage becomes impossible the wage earner who is unsupported by a collective organization may enjoy freedom of expression outside the workshop, but there his freedom ends. And it is a freedom more apparent than real. For the house he lives in, the food he eats, the clothing he wears, the environment of his wife and children, and his own health and safety are in the hands of the employer, through the arbitrary power he exercises in fixing his wages and working conditions."

This important report, analyzing the two years' work of the commission concludes with a clarion call to duty on the part of all citizens, but carries with it a more insistent appeal to the wage earners of the country than to any other class. It says:

"The responsibility for the conditions which have been described above, we declare rests primarily upon workers, who, blind to their collective strength and often times deaf to the cries of their followers have suffered exploitation and the invasion of their most sacred rights without resistance. A large measure of responsibility must, however, attach to the great mass of citizens. But, until the workers themselves realize their responsibility and utilize to the full their collective power, no action, whether governmental or altruistic, can work any genuine and lasting improvement.

"We call upon our citizenship, regardless of politics or economic conditions, to use every means of agitation, all avenues of education and every department and function of government to eliminate the injustices exposed by this commission, to the end that each laborer may 'secure the whole product of his labor.'"

Craft Problems



Reading Drawings

(By Prof. A. Edward Rhodes.)

Figure 1, is a perspective sketch of a small frame cottage. Figures 2 and 3 are the floor plans of the same cottage and resemble that which the architect furnishes the builder, except that the sizes are not shown, as in this case they would tend to confuse the drawing.

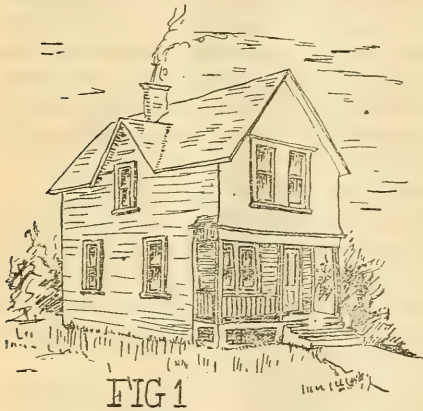


FIG 1

Suppose, therefore, that the entire upper part above the middle of the first story is cut away, then all the rooms can be seen if one is looking directly down (as from a great height) upon the uncovered portion; also on every stud doorway, window, sheathing, plastering, etc. To show all these various parts on the drawing is unnecessary, because when any practical builder receives the plans of a frame house, he knows that all the walls are to consist of studding, sheathing, clapboards, lath and plaster, etc. Besides, no plan is given without a specification which tells about the different materials to be used in the building.

To represent the walls of a house, a common method is that of drawing one line to represent the outer side of a wall, and one line the inner side of the wall, or of the house. The inside partitions are also represented by two lines.

Compare now the several parts of Fig. 2 with Fig. 1, and note the positions of the doors, windows, etc., on the floor plans.

Begin at the bottom of the first story. The three rectangles represent steps leading to the piazza, which is represented by a large rectangle, on which are squares joined to each other by two lines drawn close together, and which show that the porch has three square columns, two pilasters or half columns, rails and balusters.

The front door is indicated by a heavy line, the arc at the end of this line showing that the door is hinged to swing in. All the doors are represented in this manner.

The location of the windows is shown by drawing lines between the wall lines.

Our first floor plans (Fig. 2) shows a hall, living room, stairs, archway from

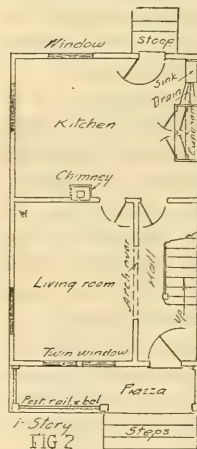


FIG 2

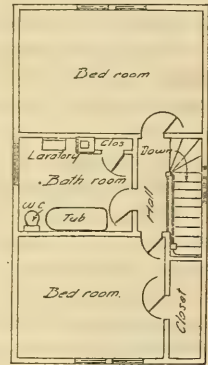


FIG 3

hall to living room, chimney, cupboard, and sink with drainboard. Notice that doorways are represented by an open space in the wall.

In the second story plan (Fig. 3) we have two bedrooms, two closets, one bath room, which has a bath tub, water closet, lavatory and one of the two previously mentioned closets. After you thoroughly

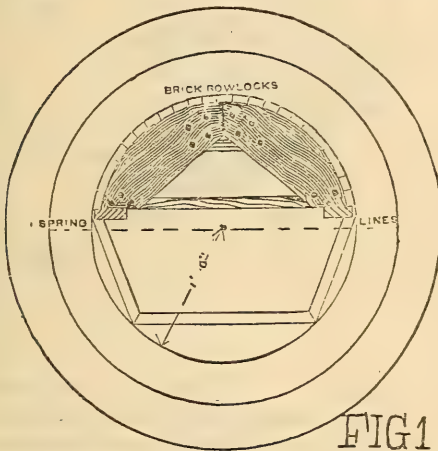
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understand this drawing compare its parts with similar parts on a blue-print of some house, and you will be surprised at the ease with which you can read the blue-print.

Timber Centers for Sewers and Underground Conduits.

(By Owen B. Maginnis.)

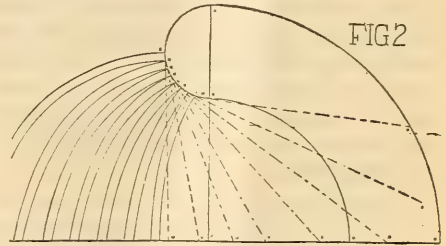
Over and under the ground the art and trade of the carpenter is necessary, so in this article we will take up the subject of conduit and sewer forms or centers, which are one of the most important details which carpenters have to construct.



Ordinary sewers, outside of those of pipe, are generally built of brick or reinforced concrete of either cylindrical or egg-shaped sections. Fig. 1 represents the cross-section cut across or at right angles to its running direction. Its diameter is two feet with the lower semi-circle or "insert" built to a mold or templet and the upper half or "arch" turned on the wood center required.

These works are usually constructed in lengths of six, eight or ten feet, the centers being moved along as each is set and hardened. Each center as will be noticed, is set and leveled, or more properly graded about two and one-half inches above the diameter or spring line and rests on reversed wedges, so that it is easily and rapidly released from the superincumbent weight of brick or con-

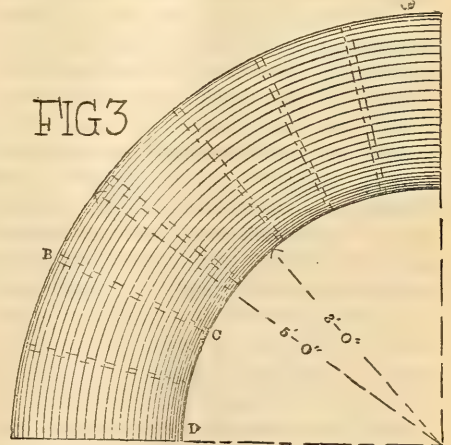
crete which it temporarily and safely supported. It will likewise be noticed that the struts or uprights abut end to end, and are loose, thus permitting the use of the same timber for the following section. (Of course, our practical readers will readily comprehend that it would



be impossible to move the center out were this not done.)

The stuff for this class of work is usually sawn pine or spruce timber, strongly nailed together, frames two inches thick, battens one and one fourth inches and the supporting struts three by four inches or four by four inches.

In connection with this subject a very difficult job to execute is that of building the forms for continuing the sewer or conduit from an avenue to a street,

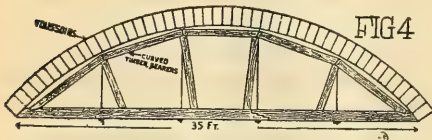


or from one street around the corner to another. In building this the carpenters must make bearers all radiate at a common center point as F in Fig. 2. The vertical section A-E-B having been struck to the semi-circular curve, proceed to lay out the covering boards as follows:

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Divide the quarter-circle or quadrant plan into nine equal parts as B-H, H-I, I-J, J-K, L-M, M-N, N-O, and O-E. Join these points of division by lines, and produce each until they cut the line W-V C at bottom. Now with R as center and J as radius, strike the arc shown, also with R as center and K as radius, strike another arc with S as center and S-K as radius; strike also with I as center sweep another. Next with T as center and continue on in this way until there is a board laid out for each division in the semi-circle.

These boards may be sawn out in short lengths and nailed on the several frames by butt joints on each, but these joints should be on the radius lines.



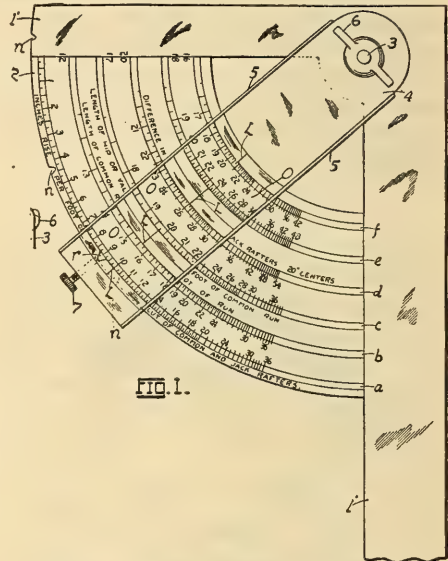
On account of the difficulty of removing a center of this kind, I would recommend that it be built small and carried along around the corner. By this means, the entire arch may be built or set in short sections; but when it is possible, it is best to build in the whole framework and knock it apart or burn it out after the concrete or masonry is completed in the manner represented by Fig. 3, where the bearing frames under the lagging are indicated by the dotted lines. Too much pains are not wasted on work of this class, but the engineers will always insist that it be done right to the terms of the contract or as specified by law, so it must be accurate. Fig. 4 illustrates a form or frame for a subway or tunnel for use under a roadbed or railroad. It is simply put together and easily taken apart for removal or transmission to another side.

In conclusion it might be said that subway and tunnel work is a modern branch of carpentry work, which many of our readers engage in and should be studied and observed both for safety and success.

New Bevel Or Rafter Framing Square

Editor The Carpenter:

I take pleasure in sending you a copy of the drawings of a bevel or rafter framing square for which I have just received a patent and which I believe will interest very many of our brother carpenters who are always glad to hear of something new that has been invented by a union brother.



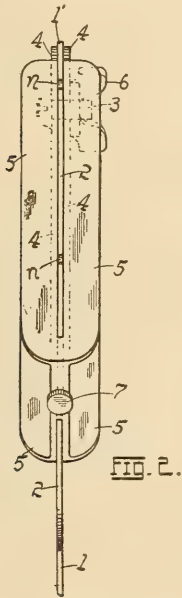
I have always found much pleasure in reading The Carpenter, and take special delight in the Craft Problems, where so much has been said regarding roof framing and the different ways of applying the steel square to get the lengths, cuts, and bevels of rafters.

In roof framing some carpenters use pitches such as 1-4, 1-3, or 1-2 pitch, and so on, or such a pitch as will be nearest to that shown on their plans and elevations. Thinking that a couple of inches more or less in the rise of the roof won't make any difference, others use as a basis the inches rise per foot of run. This, I believe, is the best. In the past year or so I have seen articles in The Carpenter urging brothers to get accustomed to framing in degree pitch. Now, all the different methods of rafter framing may seem very simple for one who knows how, but to the beginner it

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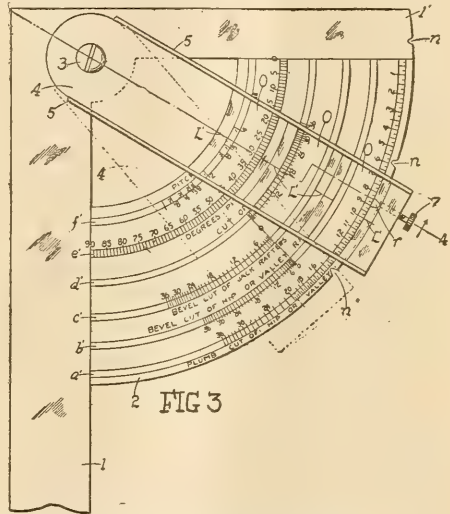
seems difficult and the more that there is said about roof framing the harder they think it is to learn, and therefore a great many don't try. What a great many carpenters want is something that is easy, something that they don't have to study so long over to learn. This got me thinking how to devise some kind of a square that would instantly give the lengths, cuts, and bevels of the rafters. I have accomplished this and I will now explain how easy it is to get all of these with my square.

For example, we will suppose a roof to have 10 inches rise per foot of run.



Simply set the square to 10 on the first arc (as shown in Figure 1 on the drawings) and note the results that you attain at once. This gives you the plumb and bottom cut of the common rafters, the length of the common rafters per foot of run, the length of the hip and valley rafters per foot of common run, and the difference in length of jack rafters spaced 16, 18 or 20 inches on the center. To get the plumb and bottom cut of the hip and valley rafters, the bevel cut of the hip and valley rafters, the bevel cut of the jack rafters, and the cut of the sheathing over the hips and valleys, simply set the square to 10 (this being the inches rise per foot of run of

the common rafters) on the corresponding arcs as shown in Figure 3, and you instantly get what you want. Now, if the pitch of the roof is given in pitches as shown on upper arc in Figure 3 or if the pitch of the roof is given in degrees' pitch, then simply set the square to the pitch or degree pitch desired. On the other side of the square you have the inches rise per foot of run (the pitch



and the degrees' pitch having been automatically converted into inches rise per foot of run), you proceed to get your length, cuts, and bevels as before. When the square is not in use for rafter framing it is then used as an ordinary try square. It can be permanently set to a true square, a mitre for an octagon, or a regular or 45 degree mitre by turning the small set screw into one of the notches so that it can't move if it were to fall. There are many other things that can be done with this square, but I believe that I have explained it sufficiently to interest a good many of our brother carpenters. This square is not on the market yet, but if the brothers who desire to purchase one of these squares will write to me it will assist me very much in getting them manufactured.

LOUIS SPIES,
6106 Alaska Ave.,
St. Louis, Mo.

Member of Local 1011.

The Carpenter

Drawing and Sketching an Invaluable Asset

It is generally conceded that almost all mechanics are familiar with work which is angular, rectangular and square and that when once they are called upon to lay out or construct circular or sweep-work, they become uncertain and confused, so in this article we will dwell upon some of the features of the latter.

At the outset, it might be said that every carpenter and joiner should know how to draw. By this I do not mean, with instruments or tools, such as Teesquares, triangles, squares, bevels and so forth, but with the compass trammels and freehand, with the chalk and with pencil. The possession of ability of this kind is essential to advance the status of a mechanic to that of an artisan, which is defined by Webster as "one trained to manual dexterity in any art, mystery or trade;" or again, by Dryden, as "one who is skilled in the practice of some art." The term "artist" is defined by modern authorities as "one who professes and practices one of the liberal arts in which science and taste preside over the manual execution;" and this signifies that those who engage in the higher branches of the woodworking craft, might truly be termed artists, so freehand drawing should be cultivated and practised at every opportunity.

To draw a simple shelf, a bracket for example, unless the compasses are used, requires this knowledge in order to obtain the most graceful curves. In present practice the old-time Ogee bracket would appear crude, and out of date, present practicing artists and architects having broken away from the older type of Greek and Roman curves and originating modifications of these which are oftentimes difficult to reproduce, so that every carpenter should also cultivate the habit of freehand sketching and delineation. To be able to dash down or illustrate one's ideas on a piece of board, blank wall, fence or even on the sidewalk is of great value in conveying one's ideas to others so that they may follow out and reproduce them, especially in

this rapid age, when time is so valuable a factor in work.

Frequently a mechanic will not entirely comprehend the true meaning of an architectural, detailed or mechanical drawing and he who possesses the faculty of freehand sketching, will, in a few minutes on the job, impart to him who has to execute the work, how it must be done by a rough sketch, not exactly correct, perhaps, but approximately accurate enough to enable the worker to grasp mentally how it must be carried out.

This attribute can be cultivated by practice and is extremely useful in evoking questions and answers, and as a means of giving informations of various forms of construction. It excels writing in the fact that the practical details of carpentry and joinery can never be properly understood by the expression of technical words. Every good mechanic being familiar with the names of his appliances, materials and tools, will devine more by their actual reproduction in drawings and sketches than by all the verbal descriptions ever penned.

Similarly with models. Everything reproduced is more or less an example or model for another, not necessarily as a facsimile, but as a guide to evolve from or improve upon the latter, something which we of today cannot claim to always do. In fact, there are many cases where we fail to improve so that we have to rely upon the exercise of taste and good judgment. Molds we know, but do we use them? Not, perhaps, as much as we ought, even in our moldings, thousands of feet of which we make and put up, yet never consider in its true value as in light and shade, scientific value or artistic application.

There is then both of the qualities just mentioned in this trade of ours. It is pleasant to see one of us with a pencil or piece of chalk drafting out any detail or figure, on any material handy, even an old board or fence, and to hear men debating as to what it means, whether it be right or wrong. It is fine to hear men talk and boast and describe what they've done or seen, but better than

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all is if they can actually by picture or sketch, illustrate their experiences. So let us get busy and scratch and sketch. Our trade combines so many required elements, essential to the make-up of a skilled mechanic, that he who gains the most experience and can apply and practice his theories, must be the most successful. A knowledge of the things herein touched upon should, therefore, be at least attempted.

The acquisition of a trade is a long and tedious process, and nothing but continuous and persistent effort and study will ever really bring anyone to the top of the ladder.

Errors and Mistakes In Carpentry

(By Owen B. Maginnis.)

It would be impossible to enumerate all of the mistakes which occur in the practice of this handicraft, yet as some of them are usual and some rare and uncommon, it would be a good idea, perhaps, to draw attention to some of them in order that we may be cautious and avoid them in the future.

In measuring: These are very ordinary errors, the only bad results of which is the waste of materials cut or sawn too long or too short. This is not, perhaps, serious, provided the mistake is found out before the stuff is wrought, either by hand or machine; but if it should be and the job well advanced, they may prove costly and involve, perhaps, the loss of employment. In small work or individual pieces these mistakes are trivial and are better acknowledged to the foreman and easily remedied, but such instances as getting 175 window frames 6 inches too short; wrong pitch cuts on rafters, short girders or floor beams and so forth, which are more costly, these are likely to hold serious consequences for the carpenter at fault. Better err on the long side in measuring than on the short, better too much than too little, but best of all, to have or get the exact quantity or size if such be possible, within the limits of trained skill or ability.

In calculating and estimating —

Figuring quantities too little or too much, prices similarly, too low or too high and wrong materials or materials of lesser quality. This is more than a mistake. It deserves the name of swindling and may bring disaster either by accident or accusation. Substitution of one material for another is a flagrant error, unless with the consent of the architect or owner, especially when it is less than that specified, as for instance, using hemlock in place of spruce or yellow pine and so on.

In Construction—Some of these errors and mistakes are due to various causes. First of all is lack of knowledge or experience. secondly, audacity; thirdly, bad judgment; fourthly, assumption, by relying too much on the strength of materials or methods of placing them and of their concentration, many being defective or insufficient; fifthly, workmanship, either careless, slovenly or unmechanical which items are squarely up to the members of this Brotherhood whose errors and mistakes should be few or none, and who should attain and perform and complete—par excellence. Under this head might be named details out of level or plumb, bad fitting of joints in framing timbers, slighting the full nailing and similar faults which should never occur.

Sixthly: Haste; this is a grievous mistake, except in emergency or extreme cases. Hurried, flurried or excitable work involving skill, accuracy of fitting, and thoroughness of workmanship is rarely or never a success and best avoided. Trying to do a whole lot in a short time in this business is fraught with danger, because there is bound to be some important detail omitted or overlooked, which may impair, lessen and prejudice the value of the whole structure, and which may later cause it to collapse or fall. How often this happens in the erection of temporary buildings, reviewing stands, stages, etc., rushed up in a short time and falling down in shorter. In fine finish and artistic woodwork the same things apply. The handicraft is sloppy and the entire conception lacks care and

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evinces a want of patience and that time and skill which must be expended to obtain the most perfect production.

Seventhly: Using improper or unfit tools and appliances. These mistakes are common and might be attributed to a want of experience or lack of knowing just exactly what tool, etc., to use or apply for each particular or special purpose. Under this head, except in the matter of building construction, engineering, or shoring, needling and underpinning operations there is no element of danger, yet even in the use of the minor tools we see many curious errors, for example, using a rip-saw for a cross-cut, chisel for a screwdriver. And most to be deprecated, the mistake of using dull tools or those out of order and not in condition or fitness to execute the required task. How trying it is to have to handle them and what loss of temper and time they incur. Better to spend half a day and a little money in being fully prepared and equipped to do a proper job.

Eighthly: The error of losing time, or not doing one's entire duty while at work. It is pleasant to note that this is rarely evident in our craft, but oftentimes a job becomes uninteresting and tedious, and it is mighty hard to keep oneself screwed up to the sticking point. Still, again a job may not be congenial, the surroundings perhaps unpleasant, the boss arbitrary or exacting, and the work calling for the expenditure of much time for there are many details of the carpenters' and joiners' trade to which a mechanic may apply himself industriously, laboriously and steadily all day long and have little results to show at its close.

It must be remembered that this trade demands a large amount of intelligent thinking and planning, frequently a first-class man will be seen standing comparatively still, pondering over one or more problems, arranging his ideas for accurate and proper methods of mechanical procedure, so that everything may tend to make the job run smoothly and help to complete it, thus avoiding the very things which we are

writing about, namely—"errors and mistakes."

Ninthly: Erring in the value of men, their abilities, dispositions and capabilities, these should be intelligently observed and each disposed of according to his worth so as to get the best results from each and all.

Tenthly: The mistake of lack of confidence in oneself and others, especially as regards those to whom one is joined fraternally; in oneself, especially by doubting whether a thing is possible or not. All great success it should be remembered, is made by overcoming errors failures and mistakes. Napoleon, perhaps the greatest genius the world has ever known, acknowledged the great educative value of making mistakes and succeeded in avoiding those made by men who lived before him. So can we, if we are careful and profit by past experience in difficult tasks. Let us not grow discouraged or fault-finding, but continue in our daily endeavors, doing our very best and realizing that it is better to have tried and failed than never to try at all.

We recently received a highly creditable souvenir booklet commemorating the silver anniversary of L. U. 637, of Hamilton, O., which was organized in the year 1890. In addition to an historical summary of the U. B., with special reference to the organization in Hamilton, and several interesting group photos of the international officers, and officers and members of L. U. 637, it contains an anniversary tribute in verse from the pen of Margaret Scott Hall.

There is no duty we so much under-rate as the duty of being happy. By being happy we sow anonymous benefits upon the world, which remain unknown even to ourselves, or when they are disclosed, surprise nobody so much as the benefactors.—Stevenson.

I rejoice at every effort workingmen make to organize. I hail the labor movement. It is my only hope for democracy.—Wendell Phillips.

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EXCESSIVE FINING A MISTAKE

(Continued from Page 15.)

In a conversation with the business agent of the plumbers I received the information that about all of these men who had been brought in to defeat that strike were men licensed by the state, formerly members of the union, but who had for misdemeanors of one kind or another, been fined from fifty to one hundred and fifty dollars. These amounts were so prohibitory that they were forced to become outcasts, willing tools of the antagonistic boss and finally through their strength became a controlling factor in this strike movement. Undoubtedly if reason had been exercised in a sensible consideration of the misdemeanor of these men and reasonable penalties placed against them, many would have settled and retained their membership and the punishment inflicted might be adequate to insure their good behavior for all time to come. When you prescribe a fine against a building craftsman that he cannot pay, you are inflicting a most unjust penalty. You give him no chance, his case becomes desperate, and whether he agrees to his position or not, he is forced to contend for his right to live. Violations, of no great seriousness, if not dealt with justly, are liable to carry the victim to the lowest depths.

It is oftentimes reasoned in well organized districts that we have the power to force respect for our law, and he who offends either must settle or get out. Usually the victim gets out, and locates in a community where organization lacks strength and the building up of that community through the retarding influence of that outcast is made difficult and where is the gain? The well organized community is dependent on the general condition of organization and the concern should be how best can we obtain that all-round strength necessary to security. I do not want it understood that I am championing the cause of the law-breaker but I know of so many cases of ridiculous fining and am also convers-

ant with what the results represent that I am personally desirous of having the membership get down to what appears to me, as a more consistent operation. We need to avoid the building of barriers or obstacles; the other fellow will do that for us. I am personally acquainted with men with records of years of good standing in the U. B. who through circumstances forced by the depression of the past winter committed their first offense and for this misdemeanor were excessively fined. They today are walking the streets of our cities; outcasts, with no possibility of reclaim. There is a strong sympathy for these men by their old associates and a feeling among them that justice has been trampled on in the consideration of their cases. A feeling of retaliation is entertained on the part of these men against the local responsible, which is not to the best interest of the organization.

It represents a more consistent judgment to penalize a law breaker within the amount that he can pay, rather than the ridiculous amount that will place him in a defensive position of having to contest for his right to live. The habitual offender can be dealt with in accordance with what his offense represents and if he should arrive at a time where he is willing to acknowledge the error of his ways and promise to keep to the straight path, he too, is worthy of our consideration and help. We need to remember that we all lack perfection and the fact should make us just in our consideration of the faults of others. Working out the destiny of the labor movement on lines as represented would not be harmful but it would shut off a waste from which the present day organization is suffering and substitute a better and more competent machine to defend labor problems. Our unions cannot afford to be unjust to anyone, and least of all, to a man who has shown a disposition to aid it in any of its struggles.

To do the best for others is finally to do the best for ourselves.—Ruskin.

Für Unsere Deutschen Leser



Verhandlungen der dritten Vierteljahres-Sitzung 1915, des General-Exekutiv Board.

Während dem, zwischen dieser und der April-Sitzung liegenden Zeitraume, wurden dem Exekutiv-Board folgende Angelegenheiten brieflich unterbreitet.

24. April.

St. Louis, Mo.—Gefuch des D. C. um Genehmigung einer Bewegung zur Organisation der Shops und Fabriken. Gefuch wird gewährt und soll die gewünschte finanzielle Unterstützung je nach einlaufender Situationsberichte erwogen werden.

4. Mai.

Kenosha, Wis.—Auf Gefuch der L. U. 161 wird derselben die Summe von \$150.00 zu Organisationszwecken bewilligt, zu verausgaben unter der Anweisung des G. P.

Kansas City, Mo.—Gefuch der Millwrights L. 1529, indossiert vom D. C., um Geldbewilligung zu Organisationszwecken. Die Summe von \$150.00 wird bewilligt zu verausgaben wie oben.

Augusta, Ga.—Gefuch um finanzielle Unterstützung ausgeschlossener Mitglieder. Das Board beschließt die Unterstützung in Erwägung zu ziehen je nachdem Berichte einlaufen.

7. Mai.

Der G. P. unterbreitet einen Bericht über die Metalltrim Streittigkeit in Indianapolis, Ind.

Chicago, Ill.—Dem D. C. wird die Summe von \$25,000.00 zur Unterstützung ausstehender Mitglieder bewilligt.

Charleston, W. Va.—Gefuch der L. U. 1207 um Genehmigung einer Bewegung für Lohnerhöhung von 5 Cents per Stunde. Da die Forderung nicht die in der General-Constitution vorgeschriebenen 55 Prozent der Stimmender Mitglieder der L. U. erhielt, wird des Gefuch abgewiesen.

14. Mai.

Der G. C. teilt in einem Schreiben mit, daß die Aetna Accident und Liability Company in Hartford, Conn., die günstigsten Offerten behufs Bürgschaftsleistung für unsere Lokal-Beamten gemacht habe und dieser Gesellschaft der Kontrakt hierfür übertragen wurde. Das Board billigt diese Handlung, ebenso die Empfehlung des G. P. und G. C., daß die Bürgschaftsleistung durch General-Schachmeister Neale eingeleitet und kontrolliert werde.

15. Mai.

South Bend, Ind.—Einem Gefuch der L. U. 413 entsprechend, wird derselben die Summe von \$150.00 zu Organisationszwecken unter der üblichen Bedingung bewilligt.

Rock Island, Ill.—Der G. P. unterbreitet eine Zuschrift des Tri-City D. C. bezüglich der Mitglieder die ausgeschlossen wurden weil sie auf Befolgung des Arbeitsvertrages seitens ihrer Arbeitgeber beharrten. Gefuch um finanzielle Unterstützung soll gewährt werden.

20. Mai.

Chicago, Ill.—Der G. P. unterbreitet einen Bericht des D. C. über die Streik Situation und wird letzterem die Summe von \$20,000.00 als Streik-Unterstützung bewilligt.

21. Mai.

Rochester, N. Y.—Die Boardmitglieder billigen das Vorgehen des G. P., indem er die L. U. 81 suspendierte, weil sie sich weigerte seine Instruktionen zu befolgen.

Hamilton, Ont., Can.—Der G. P. unterbreitet den Bericht des Deputierten, welcher gemäß eines Beschlusses der April-Sitzung die Situation in dieser Stadt mit Hinsicht auf eine beabsichtigte Gewerksforderung untersucht. Das Board findet daß die Gewerksverhältnisse in Hamilton gegenwärtig das Stellen einer Forderung als zu gewagt erscheinen lassen und weist Gefuch um Genehmigung der Bewegung ab.

Charleston, W. Va.—Da nun 55 Prozent der Mitglieder der L. U. 1207 für eine Lohnerhöhung von 5 Cents per Stunde gestimmt haben, wird Genehmigung der Forderung gewährt.

Indianapolis, Ind.—Ein Gefuch des D. C. um finanzielle Unterstützung wird abgewiesen.

26. Mai.

Buffalo, N. Y.—Der G. P. unterbreitet die zwischen ihm und dem D. C. gepflogene Correspondenz bezüglich der Wiederaufnahme der Mitglieder des Sycamore Clubs in die W. B., und wird dem Vorschlage des D. C., diese Mitglieder unter einer Eintrittsgebühr von \$2.00 aufzunehmen und denjenigen, die das fünfzigste Lebensjahr überschritten haben, die Venefits zu gewähren zu denen sie vor ihrer Suspension berechtigt waren, zugestimmt.

27. Mai.

Der G. P. benachrichtigt die Boardmitglieder, daß Arthur A. Tuttn als zweiter

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General Vice-Präsident resignirt und er an dessen Stelle John L. Cosgrove von Elizabeth, N. J., nominirt habe. Die Ernennung Cosgrove's in dieser Eigenschaft wird gutgeheißen.

3. Juni.

Chicago, Ill.—Dem D. C. wird die weitere Summe von \$20,000.00 zur Unterstützung ausstehender Mitglieder bewilligt.

4. Juni.

Der G. P. unterbreitet Information bezüglich der geplanten Gewerksbewegung in Hamilton, Can., und dem Gesuche des Indianapolis D. C. um finanzielle Unterstützung.

7. Juni.

Louisville, Ky.—Gesuch der L. U. 64 um Geldbewilligung zu Organisationszwecken. Die Summe von \$300.00 wird bewilligt, deren Herausgabe der G. P. überwachen soll.

Chicago, Ill.—Nach Kenntnisaufnahme der eingelaufenen Streikberichte wird dem D. C. die weitere Summe von \$6,000.00 zur Unterstützung ausstehender Mitglieder bewilligt.

15. Juni.

Chicago, Ill.—Unter denselben Umständen wie am vorherigen Datum wird dem D. C. die weitere Summe von \$10,000.00 bewilligt.

Der G. P. unterbreitet eine Mitteilung des Advokaten Beattie, die in New York schwebenden Prozesse betreffend.

17. Juni.

Richmond, Va.—Auf Gesuch der L. U. 388 wird derselben die Summe von \$200.00 unter üblicher Bedingung zu Organisationszwecken bewilligt.

21. Juni.

Baltimore, Md.—Der G. P. unterbreitet eine Schilderung der Gewerkslage in dieser Stadt und empfiehlt eine Geldbewilligung zu Organisationszwecken. Die Summe von \$300.00 wird unter üblichem Vorbehalt bewilligt.

Chicago, Ill.—Der G. P. berichtet über eine Konferenz mit dem Mayor dieser Stadt, in welcher die Streik-Situation besprochen wurde.

23. Juni.

Chicago, Ill.—Ein vom D. C. eingelaufener Bericht macht eine weitere Geldbewilligung notwendig, und wird demselben die Summe von \$8,000.00 angewiesen.

25. Juni.

Der G. P. unterbreitet Information über die Situation in Chicago, Ill., und in Cleveland, Ohio.

1. Juli.

Chicago, Ill.—Dem D. C. wird die weitere Summe von \$8,000.00 zur Unterstützung ausstehender Mitglieder bewilligt.

Indianapolis, den 12. Juli 1915.

Das Board tritt an diesem Datum zur dritten Vierteljahres-Sitzung zusammen und wird dieselbe von G. P. Kirby eröffnet. Alle Mitglieder sind anwesend.

Nachstehend verzeichneten zu stellenden Gewerksforderungen wird vorläufig Sanction verweigert.

Larrington, Conn.—L. U. 216, Lohnerhöhung von \$3.00 auf \$3.50 per Tag, inkrast zu treten am 1. September 1915. Wird an den G. P. behufs Untersuchung verwiesen.

San Angelo, Tex.—Lohnerhöhung von 5 Cents per Stunde. Das dahingehende Gesuch wird in Anbetracht der ungünstigen Gewerkslage im ganzen Lande abgewiesen.

Longview, Tex.—Lohnerhöhung von 5 Cents per Stunde. Wird abgewiesen, weil nicht 55 Prozent der Mitglieder der L. U. 1097, die die Forderung stellen will, für dieselbe stimmen, wie es Sect. 58 der General-Constitution verlangt.

Eau Claire, Wis.—Einführung von Union-Bedingungen in den Shops. Gesuch wird abgewiesen, weil L. U. 1074 Sect. 58 der General-Constitution nicht befolgt hat, indem sie die General-Offize nicht sechzig Tage vorher von ihrer Abjicht, die Forderung zu stellen, in Kenntnis setzte.

Folgende Gewerksforderungen erhalten offizielle Sanction und soll finanzieller Beistand geleistet werden je nachdem Situationsberichte einkommen.

Athens, Tex.—Lohnerhöhung von 10 Cents per Stunde, inkrast zu treten am 1. August 1915.

San Francisco, Cal.—Maritime Bay D. C., Inforcirung der Gewerksregeln an und nach dem 9. August 1915.

Russellville, Ark.—L. U. 1836, Lohnerhöhung von 2½ Cents per Stunde.

Akron, Ohio.—Gesuch des Summit County D. C. um Geldbewilligung zu Organisationszwecken. Wird abgewiesen und die Organisationsfrage an den G. P. verwiesen. Dasselbe geschieht bezüglich eines ähnlichen Gesuches der L. U. 494, Windsor, Ont., Can., und ein weiteres ähnliches Gesuch des Toronto, Ont., Can., D. C. wird an den G. P. behufs Untersuchung des Falles verwiesen.

Parkersburg, W. Va.—Ein Schreiben der L. U. 899, Information über den Ausstand in dieser Stadt enthaltend, wird durch die endgültige Bewilligung der Summe von \$132.00, als Streik-Unterstützung, erledigt.

Vom St. Louis, Mo., D. C. und den L. U.'s 795 und 1596 dieser Stadt, sowie von L. U. 1864, Kansas City, Mo., laufen Proteste ein gegen des eingehenden Vertrages mit der Brauereiarbeiter Internationalen Union insoweit es sich um Risten-Reparatur handelt, und verlangen obige die Rückgängig-

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machung des Vertrages. Nach reiflicher Erwägung der Angelegenheit wird das Verlangen, unter der Begründung, daß sich der Vertrag bewährt, und soweit es die Interessen der Mitglieder der B. B. betrifft, zufriedenstellend gewirkt habe, abgewiesen.

Einem Gesuch der Ohio Trades Labor Assembly um Erlaubnis, Subskriptionslisten unter den L. U.'s zirkulieren zu lassen, um mit dem Ertrag einen Prozeß gegen Richter Dayton anhängig zu machen, wird nicht entsprochen.

La Crosse, Wis.—Ein Gesuch wie oben, von der Schuhmacher L. U. 14791 ausgehend, wobei es sich um Unterstützung ihrer ausstehenden Mitglieder handelt, wird ebenfalls abschlägig beschieden.

Huntington, W. Va.—Einem Gesuche der L. U. 302 dieser Stadt, dahingehend, daß ein Teil der Gelder der B. B. in einer Huntington Bank deponiert werden, kann nicht entsprochen werden, weil keine Gelder zur Aufnahme neuer Bankguthaben vorhanden sind.

L. U. 84 Akron, Ohio, und der Dayton, Ohio, D. C. senden Resolutionen gegen den europäischen Krieg und die Hineinzerrung der Ver. Staaten in denselben. Werden an ein Comité von dreien behufs Erwägung verwiesen, welches vor Vertagung Bericht erstatten soll.

St. Louis, Mo.—Der D. C. benachrichtigt das Board, daß er die Bewegung zur Organisation der Shops und Fabriken in Betracht des gegenwärtigen schlechten Geschäftsganges um neunzig Tage zurückgestellt habe. Dieses Verfahren wird gutgeheißen, doch soll der D. C. vor endgültigem Vorgehen abermals die Sanction des G. C. B. einholen.

Die National Women's Trade Union League beschwert sich in einem Schreiben gegen die Uebersendung der ihr letzten Februar bewilligten Summe von \$500.00 durch die American Federation of Labor zu verausgaben unter der Kontrolle des Präsidenten Compers. Man hätte ihnen das Geld unmittelbar zuschicken sollen. Das Board hält an seinem Beschlusse fest, daß die bewilligte Summe in obiger Weise, zu Organisationszwecken, zu verwenden ist.

Stockton, Cal.—L. U. 266 sendet vollständigen Ausweis über die Verwendung der ihr, letzten September, bewilligten Gelder.

13. Juli.

Alle Mitglieder sind in dieser und allen, bis zum 21. Juli folgenden Sitzungen anwesend.

Folgende Gesuche um Geldebewilligung zu Organisationszwecken werden sorgfältig erwogen, jedoch abschlägig beschieden:

New York, N. Y.—Doß Builders' L. U. 1456; L. U. 356, Mariette, Ohio; L. U. 1338, Souquieres, Que., Can.

Portland, Ore.—Die Ship Caulkers' L. U. 1052 erklärt in einem Schreiben sich der Anordnung des G. C. B. betreffs Mitglieder der B. B., die zugleich den Industrial Workers of the World angehören, nicht fügen zu wollen; ferner, daß sie gegen Bürgschaftsleistung ihrer Finanzbeamten durch Vermittlung der General-Office Einwand erheben. Das Board entscheidet, daß sich L. U. 1052 der Constitution und Gesetzen der B. B., wie alle untergeordneten Körper, denen ein Freibrief (Charter) gewährt wurde, fügen müssen.

Canton, Ohio.—Gesuch der L. U. 143, mit der Auszahlung von Streik-Unterstützung fortzufahren. Wird abgewiesen.

Vollständiger Ausweis über die Verausgabung ihrer zur Unterstützung ausstehender Mitglieder bewilligten Gelder liegt vor, vom Montgomery County, Pa., D. C. von 496, Kanfate, Ill., und von L. U. 266, Stockton, Cal. Diese werden sämtlich den Akten einverleibt.

Montreal, Que., Can.—Dem D. C. wird die Summe von \$16.00 zu Organisationszwecken angewiesen.

Chicago, Ill.—L. U. 1922 appelliert gegen die Handlungsweise des D. C., in der er den Shop-Arbeitern das Recht entzog über den Vorschlag, dem Schlichtungs-Comité über das Eingehen und den Wortlaut eines neuen Vertrages mit den Arbeitgeberern volle Macht einzuräumen, mitzustimmen. Das Board entscheidet, daß derartige Appellationen vorerst in den Händen des G. B. gewesen sein müssen ehe sie dem G. C. B. unterbreitet werden können.

Das Board zieht den vom Spezial-Comité vorgeschlagenen Vertrag bezüglich der Aufnahme der Manhattan Ship Joiners in die B. B. in Erwägung und schließt sich der Anordnung des Comités an, daß alle, auf die Mitglieder obiger bezüglichen Eintragungen, der General-Office zuzufenden sind, welches notwendig ist um Mißverständnisse und Konflikte bei Erhebung von Ansprüchen an die G. O. zu vermeiden und die Interessen der Mitglieder wahren zu können.

Tacoma, Wash.—Appellation der L. U. 470 gegen die Entscheidung des General-Schatmeisters, in der er den Anspruch Malcolm M. Hall's auf Arbeitsunfähigkeits-Geldschenkung abwies. Die Entscheidung wird unter der Begründung des G. Sch., nämlich, daß der Anspruch nicht innerhalb der in den allgemeinen Gesetzen spezifizierten Frist erhoben wurde, aufrecht erhalten.

Detroit, Mich.—Appellation Perch Pearson's gegen die Entscheidung des General-Schatmeisters, die Auszahlung der Sterbegeldschenkung im Falle seines Vaters, Walter A. Pearson, des verstorbenen Mitgliedes der L. U. 19, verweigern. Letzterer war zur Zeit seines Todes außer Benefit und wird die Appellation abgewiesen.

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Cleveland, O. — Die Appellation Frau Charles Rodvik, durch ihren Advokaten, gegen die Entscheidung des General-Schatzmeisters, in der er den Anspruch auf Sterbegeldschenkung im Falle ihres Gatten und ehemaligen Mitgliedes der L. U. 11 abweist, wird wieder aufgenommen. Die auf den Fall bezüglichen Dokumente wurden in der April-Sitzung d. Z. in Erwägung gezogen, da aber diese unvollständig waren, Entscheidung vertagt. Auch diesmal liegt das Mitgliedsbuch des Verstorbenen nicht vor und muß der Fall nochmals bis zu dessen Eintreffen zurückgestellt werden.

New York, N. Y. — Appellation der Erben des ehemaligen Mitgliedes der L. U. 326, Gustave C. Weiß, durch ihren Advokaten, gegen die Entscheidung des G. Sch., in welcher er Auszahlung der Sterbegeldschenkung verweigert. Da das Mitglied Gustave C. Weiß zur Zeit seines Todes außer Benefiz war, wird die Entscheidung des G. Sch. aufrecht erhalten und die Appellation abgewiesen.

Glens Falls, N. Y. — Appellation der Witwe Wm. M. Coffen's, des ehemaligen Mitgliedes der L. U. 229, durch ihren Advokaten, gegen die Entscheidung des G. Sch., den Anspruch auf Sterbegeldschenkung obiger abweisend. Dies geschah, weil der Verstorbene zur Zeit seines Todes nicht gutstehend war, und wird aus diesem Grunde die Appellation abgewiesen.

Denver, Col. — Appellation der L. U. 55, gegen die Entscheidung des G. Sch. im Falle ihres Mitgliedes Carl Herman, dessen Anspruch auf Arbeitsunfähigkeits-Geldschenkung abweisend. Das Board schließt sich der Entscheidung des G. Sch. unter dessen Begründung, nämlich, daß der Anspruch nicht innerhalb der gefestigten Frist erhoben wurde, an und weist die Appellation ab.

Brooklyn, N. Y. — Appellation Wm. B. Gunzel, Mitglied der L. U. 291, gegen die Entscheidung des G. Sch., seinen Anspruch auf Arbeitsunfähigkeits-Geldschenkung abweisend. Der Fall wird an den G. Sch. behufs weiterer Erwägung zurückverwiesen.

San Francisco, Cal. — Gesuch das Bay County D. C. um Sanktionierung einer Sperrung des Distrikts gegen zureisende Mitglieder im Falle eines Ausstandes zur Erringung des sechsstündigen Arbeitstages. Das Board beschließt, daß wenn ihm eine dahingehende Forderung unterbreitet, genehmigt wird und inkraft tritt, so werden zugleich diejenigen Gesetzes-Bestimmungen inkraft treten, die sich auf die Zurückweisung zureisender, mit Freikarten versehenen Mitglieder beziehen.

Von nachstehend verzeichneten D. C.'s und L. U.'s sind vollständige Ausweise über ihnen bewilligte Streit-Unterstützungsgelder eingelaufen und werden dieselben den Akten verleiht: Buffalo, N. Y., D. C.; L. U. 772, Clinton, Ia.; Indianapolis, Ind., D. C.; L. U. 133, Terre Haute, Ind.; L. U. 1797,

Lebanon, Ind.; L. U. 413, South Bend, Ind.; L. U. 59, Lancaster, Pa.; Augusta, Ga., D. C.

(Fortsetzung folgt.)

United Brotherhood of Carpenters State Councils

Colorado—President, Bert White, 1731 Washington ave., Colorado Springs, Colo.; secretary-treasurer, W. H. Hayden, 1947 Stout st., Denver, Colo.

Connecticut—President, Wm. J. Sullivan, 147 Clay st., New Haven, Conn., secretary, Geo. Chandler, 123 Greenwich ave., Greenwich.

Florida—President, Robt. M. Marshall, Lakeland, Fla.; secretary-treasurer, Frank A. Mullan, Box 599, Tampa, Fla.

Georgia—President, F. A. Morton, Waycross, Ga.; secretary-treasurer, G. Elmgren, Box 251, Savannah, Ga.

Indiana—President, W. F. Wilson, 401 E. Southern ave., Indianapolis, Ind.; secretary, James L. Tate, 1009 Extension Main st., Evansville, Ind.

Iowa—President, C. L. Beck, 400 B ave., West Cedar Rapids, Iowa; secretary-treasurer, W. B. James, 609 North Fifth st., Cedar Rapids, Ia.

Louisiana—President, G. W. Moore, New Orleans, La.; secretary-treasurer, John C. Moore, Shreveport, La.

Maryland and District of Columbia—President, Jos. E. Wontiseth, 27 N. Mount st., Baltimore, Md.; secretary, Fred C. Zink 1825 N. Payson st., Baltimore, Md.

Massachusetts—President, W. H. Walsh, 178 Washington st., Brookline, Mass.; secretary, P. Provost, Jr., 75 Bond st., Holyoke, Mass.

Michigan—President, F. C. Plambeck, 1101 N. 8th st., Saginaw; secretary-treasurer, J. E. Whittaker, 1317 W. High st., Jackson, Mich.

New Jersey—President, Samuel Botterill, 118 Main st., E. Orange, N. J.; secretary, John R. Burgess, 452 Hoboken ave., Jersey City.

New York—President, T. Gilmore, 21 Beaver Block, Albany, N. Y.; secretary, Chas. Fiesler, 405 E. 88th st., New York City.

Northwest State Council—President, R. O. Rector, 975 Gladstone ave., Portland, Ore.; secretary-treasurer, J. F. Weatherby, 863 E. Sherman st., Portland, Ore.

Ohio—President, John H. Potts, 646 Mellich am, Cincinnati, O.; secretary-treasurer, John W. Beam, 1007 Summit st., Toledo, O.

Oklahoma—President, G. E. Warren, Route 7, Box 88, Oklahoma City, secretary-treasurer, D. N. Ferguson, 801 E. Broadway, Ardmore, Okla.

Ontario Provincial Council—President, M. Bell, 29 Alymer st., Windsor, Ont.; secretary-treasurer, Tenison Jackson, 529 Pape Ave., Toronto, Ont., Can.

Pennsylvania—President, D. A. Post, 416 S. Main st., Wilkes-Barre; secretary-treasurer, J. A. Ryan, 1712 S. 18th st., Philadelphia.

Quebec Provincial Council—President, Arthur Martel, 1399 St. Denis st., Montreal, Can.; secretary-treasurer, O. Proulx, 301 St. Dominique st., Montreal, Can.

Rhode Island—President, A. M. Aldrich, 78 Crescent Road, Pawtucket, R. I.; secretary, Thomas F. Shea, 42 Waldo st.

Texas—President, D. B. White, 1103 N. Travis st., Sherman, Texas; secretary, J. E. Proctor, 833 Columbia st., Houston, Texas.

Département Français



Notre Trente-Quatrième Anniversaire

(Par Frank Duffy, S. G.)

Il y a trente quatre ans, durant ce mois, que fut fondée à Chicago, la Fraternité des Charpentiers-Menuisiers d'Amérique par les efforts infatigables et le zèle de P. J. McGuire. Il n'existait avant ce temps aucune organisation nationale ou internationale du métier, malgré que deux essais aient été faits sans succès. Dans ces circonstances ce n'était guère encourageant pour le Confrère McGuire de tenter un troisième essai, néanmoins, il se mit à l'oeuvre avec une énergie qui le fit réussir. Trois mois avant la première Convention il envoya de St. Louis un pamphlet de quatre pages appelé "The Carpenter," dans lequel il exhortait les hommes du métier de s'organiser, afin de se protéger contre les réductions de gages, des longues journées de travail, d'ouvrages à la pièce, ainsi que de toute autre imperfections du métier en ce temps.

Il y a trente quatre ans les hommes du métier devaient combattre beaucoup de chose désagréables, ils travaillaient du soleil levant jusqu'à son coucher, la quantité et non la qualité d'ouvrage était ce que désiraient les employeurs. L'introduction des machines dans l'industrie fut la cause que plusieurs hommes se sont trouvés sans ouvrage, ou employés irrégulièrement. La subdivision du métier dans différentes branches a eu l'effet de spécialiser l'ouvrage. L'absence d'un système d'apprentissage ou quelqu'autre méthode d'enseignement technique pour jeunes gens a eu un effet démoralisant pour notre métier. De plus les contracteurs indignes de confiance et irresponsables, se sont lancés dans les entreprises, les conditions sont devenues telles que les contracteurs responsables ne pouvaient rivaliser avec eux, ce qui fut une autre cause qui servit à la réduction de salaire.

La Première Pierre De Fondation

Fut-il surprenant que le Confrère McGuire fit appel aux hommes du métier pour former une organisation nationale de laquelle ils pourraient obtenir du soulagement contre les griefs ennuyeux Fut-il surprenant que les charpentiers des unions indépendantes des différentes villes répondirent à son appel? Fut-il surprenant qu'après quatre jours de discussions sur ces questions une organisation fut formée? Fut-il surprenant que les délégués assistant à cette première convention firent des plans pour le futur développement, l'avancement et le progrès de l'organisation? Fut-il surprenant qu'ils firent appel à tous les charpentiers de se joindre à eux? Le souvenir de cette première convention devra rester dans l'histoire de notre organisation jusqu'au jugement dernier, et cette grande réunion fut mémorable, 36 délégués d'onze villes différentes étaient présents, représentant 12 unions locales, composées de 2042 membres et ils jetèrent la base sur laquelle nous avons bâti plus tard. A eux doit être donné tout le crédit d'avoir bien et sagement agi. Gabriel Edmonston, de Washington, D. C. qui actuellement prend une part active aux intérêts de l'organisation, fut alors élu le Premier Président Général; il fut notre hôte honoré à notre dernière Convention tenue à Indianapolis, Ind. durant le mois de Septembre, 1914.

P. J. McGuire fut le premier Sec-Général de l'organisation, charge qu'il remplit durant 20 ans, quoique décédé depuis plusieurs années déjà, son souvenir est encore avec nous. Les villes représentées à la première convention étaient Cleveland, Indianapolis, Kansas City, Mo., Philadelphie, Buffalo, Detroit, New York, Washington, St. Louis, Cincinnati, et Chicago. Il fut décidé de donner le nom de Fraternité des Charpentiers et Menuisiers d'Amérique. Durant les six premières années de son ex-

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istence, la tâche d'organiser fut difficile, de même qu'il fut aussi ennuyeux de réunir les forces dispersées des unions indépendantes. Il existait dans la ville de New York une puissante organisation locale de Charpentiers depuis l'année 1873, connue sous le nom de l'Ordre Unie des Charpentiers et Menuisiers d'Amérique. Les Officiers Généraux de la Fraternité firent des efforts pour induire ce corps de s'affilier, ou de se consolider avec eux. Ils jetèrent, par ce moyen, la fondation d'une des plus grandes organisations ouvrières de charpentiers du monde entier. William J. Shields est devenu Président Général de l'Organisation en 1886, et son ambition fut d'amener la consolidation de l'Ordre Unie, avec la Fraternité durant son terme d'office. Ses désirs furent gratifiés en l'an 1888, à la Convention tenue à Detroit. Des délégués de l'Ordre Unie furent admis à siéger.

L'Ordre Unie ne voulant pas perdre son nom, la question d'affiliation restait en suspend, sur ce point seulement. Afin que l'harmonie puisse régner parmi les hommes du métier, la Fraternité a consentie à accepter le mot "Unie" qui fut accepté par la plus vieille organisation, et depuis ce jour jusqu'à maintenant, a été connue sous le nom de Fraternité Unie des Charpentiers et Menuisiers d'Amérique.

Rapprochement:

En 1894 les Charpentiers Allemands furent admis au bercail, la même année les meubliers et les travailleurs sur machine à bois firent leur application pour admission, mais ils ne furent affiliés qu'en l'an 1895. En 1901 les charpentiers de New York furent admis. Après une lutte acharnée et longue, les travailleurs en bois amalgamé, décidèrent en 1912 de s'affilier, et furent admis, après un contrat sagement rédigé et approuvé par le vote referendum des deux organisations, en l'an 1913. La Fédération des constructeurs maritimes et des Charpentiers et Menuisiers de Navires de la Côte du Pacifique ont été admis, et la dernière et non la moindre, la Société Amalgamée des Charpentiers et Men-

uisiers a été admise au commencement de l'an 1914. Après un contrat rédigé, qui prévoyait qu'il leur laissait le contrôle du système bénéficiaire de la Société Amalgamée tel que spécifié dans sa constitution et donnant à la Fraternité Unie le contrôle complet et absolu de tous les questions relatives au mouvement économique et militant des Unions Ouvrières partout où la Fraternité Unie à la juridiction, maintenant nous formons tous une même famille. Comme nous l'avons déjà dit, et nous le répétons encore, ce pays est grand, mais si grand soit-il, il ne peut y avoir de place pour deux organisations du même métier.

Juridiction:

La juridiction de la Fraternité Unie des Charpentiers et Menuisiers d'Amérique devra comprendre tous les branches du métier des Charpentiers et Menuisiers, laquelle aura le pouvoir d'établir et donner des chartes aux Unions Locales subordonnées, ainsi qu'aux Unions auxiliaires, Conseils des Districts, Etats et Provincial, dans toutes branches du métier, et à tout autre ouvrier habile travaillant dans cette industrie, ces mandats devant être observés et obéi en tout temps.

La Fraternité Unie se réserve le droit de régler et déterminer toutes questions concernant la confraternité dans ces différentes branches relatives au métier.

Aux Unions Locales subordonnée ou Unions Auxiliaires, Conseil du District, Etat et Conseil Provincial, le droit leur étant concédés de faire toutes lois nécessaires pour les Unions Locales et Auxiliaires, Conseil du District, Etat ainsi que Conseil Provincial, lesquelles ne devant pas venir en contradiction avec les lois du Corps International.

Dans les cas où des Corps Central seront formés les Unions Locales ou Auxiliaires, Conseil du District, Etat, ainsi que Conseil Provincial, auront le pouvoir de mettre en vigueur les lois de ces dits corps, pourvu que ces lois ne viennent pas en contradiction avec les lois de la Fraternité Unie des Charpentiers.

Le droit est réservé d'établir la juridiction sur toute Union Locale ou Auxili-

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aire, Conseil du District, d'Etat ainsi que Conseil Provincial, dont les affaires sont conduites de manière à être une menace pour le bien être du corps International.

La Fraternité Unie devra passer et mettre en vigueur des lois pour se gouverner ainsi que les Unions Locales subordonnées et Auxiliaires, Conseil du District d'Etat et Conseil Provincial et de ces membres.

Autonomie Du Metier

L'autonomie du métier de la Fraternité Unie des Charpentiers et Menuisiers d'Amérique, consiste dans le moulinage, à manufacturer, faconner, joindre, assembler, ériger, poser ou démanteler tout matériel de bois, ou métal creux ou fibre, ou de matériel composé en partie de bois, métal creux ou fibre, et le posage et le demantelage des machineries, où l'habilité, la connaissance, et l'expérience d'un charpentier sont requis, soit par l'opération des machines ou des outils.

Notre réclamation de juridiction s'étend par conséquent sur les divisions et subdivisions suivantes du métier: Charpentiers et Menuisiers; Charpentiers et Menuisiers de navires et colfats; Constructeurs de Navire et de bateaux; Charpentiers de cale, de quais et de ponts; Constructeurs d'escaliers; Poseurs de plancher; Ebénistes; Hommes d'établi; Meubliers; Constructeurs de Moulins; Constructeurs de Chars; Travailleurs de boîte; Travailleurs de cannes et rotin, ainsi que tous ceux travaillant comme opérateurs de machines à bois.

Quand le terme "Charpentier ou Menuisier" sera mentionné, cela comprendra tous les subdivisions du métier ci-haut mentionnés.

Conventions:

Notre organisation a tenu 18 conventions bi-annuelles comme suit:

Chicago, Ill.	1881
Philadelphie, Pa.	1882
Cincinnati, O.	1884
Buffalo, N. Y.	1886
Detroit, Mich.	1888
Chicago, Ill.	1890
St. Louis, Mo.	1892

Indianapolis, Ind.	1894
Cleveland, O.	1896
New York, N. Y.	1898
Scranton, Pa.	1900
Atlanta, Ga.	1902
Milwaukee, Wis.	1904
Niagara Falls, N. Y.	1906
Salt Lake City, Utah	1908
Des Moines, Iowa	1910
Washington, D. C.	1912
Indianapolis, Ind.	1914

Presidents Generaux:

Les Confrères suivants ont remplis la position de Présidents Généraux de l'organisation durant les trente quatre dernières années.

MM. Gabriel Edmonston
John D. Allan,
J. P. McGinley,
Jos. P. Billingsley,
Wm. J. Shields,
D. P. Rowland,
W. H. Kliver,
Henry H. Trenor,
Chas. B. Owens,
Henry Lloyd,
John Williams,
Wm. D. Huber,
James Kirby.

Composition De L'Organisation

L'Organisation est composée de 1898 Unions Locales, 141 Conseil de District et 18 Conseils d'Etats et Provinciaux, avec un total de 250,000 membres, (deux cent cinquante mille) et membres des unions auxiliaires pour dames composées des mères, des femmes, des filles, et des soeurs des membres de l'organisation peuvent être organisées, mais, elles doivent avoir une charte directe de la Fraternité Unie des Charpentiers et Menuisiers.

Nos Succes:

La moyenne des taux de gages par jour en 1881 était de \$2.00, la moyenne des jours de travail de dix heures, la moyenne des taux de gages par jour à l'heure actuelle est de \$4.00 et la moyenne de la journée de travail est de huit heures, avec demi-congé le samedi dans toutes les grandes villes de notre juridiction.

(A suivre)

Directory of Business Agents



Aberdeen, Wash.—R. B. Ellis, 512 Burleigh av.
Akron, O.—R. F. Booth, 32 N. Main st.
Albany, N. Y.—Thos Gilmore, Room 21, Beaver Block.
Allentown, Pa.—Clarence Seaman, 21 N. Madison st.
Alliance, Neb.—Roy Wells.
Alton, Ill.—Roland Adams, 202 Pioneer Bldg.
Anadarko, Okla.—J. E. Wilson.
Annapolis, Md.—George E. Wooley, 8 West st.
Ardmore, Okla.—D. N. Ferguson, Box 522.
Asbury Park, N. J.—David F. Gant, Bradley Beach, N. J.
Asheville, N. C.—A. L. Henry, R. F. D. 3.
Atlanta, Ga.—E. L. Ficken, 220 Brown and Randolph Bldg.
Atlantic City, N. J.—F. J. F. Scheideman, 307 N. Massachusetts ave.
Auburn, Ill.—J. E. Higgins.
Augusta, Ga.—J. W. Johnson, 1906 Greene st.
Augusta, Me., Waterville and Vicinity—T. M. Rollins, 18 Cushman st., Augusta, Me.
Aurora, Ill.—Edward F. Ream, 77-79 Fox st.
Ausable Forks, N. Y.—Hiram Jacques.
Bakersfield, Cal.—J. C. Harter, Labor Temple.
Baltimore, Md.—L. U. 329, Eugene Sullivan, 15 E. Haywood ave., Pimlico, Md.; L. U. 29, Frank G. Simmons, Border State Bank Bldg., Park ave., and Fayette st.
Barre, Vt.—E. N. Philbrick, 25 Orange st.
Bartlesville, Okla.—S. F. Wray.
Batavia, N. Y.—Frank Roberts, 1 Holland ave.
Battle Creek, Mich.—Wm. Cartridge, 216 Kale-zoo st.
Bay City, Mich.—Wm. B. Gust, 303 Fillmore pl.
Beardstown, Ill.—Hy Thornsby, 801 E. 4th street.
Beaver, Pa.—D. S. Leighty.
Belmar, N. J.—Harry Redmond, Box 245.
Bergen County, N. J.—John D. Carrlock, 388 Ridgewood ave., Ridgewood, N. J.
Billings, Mont.—C. S. Buck, Labor Union Hall.
Binghamton, N. Y.—Jerry Ryan, 77 State st.
Birmingham, Ala.—R. E. L. Connolly, Room 455, Hood Bldg.
Boston, Mass., D. C.—A. J. Howlett, 30 Hanover st.; L. U. 33, J. T. White, 30 Hanover st.; L. U. 1096, John McNeil, Hopkins pl., Mattapan, Mass.; L. U. 1393 (Wharf and Bridge), John Morgan, 30 Hanover st.; L. U. 1410 (Shop and Mill), Simpson Booth, 30 Hanover st.; L. U. 1824 (Cabinetmakers and Mill), E. Thulin, 30 Hanover st.; L. U. 954 (Hebrew) M. Goodman, 30 Hanover st.; L. U. 386, Dorchester, Mass.; L. U. 67, Roxbury, John M. Devline, 16 Woodville Pk., Roxbury, Mass.; L. U. 443, Chelsea, Chas. Noel, 86 Grove st., Chelsea, Mass.; L. U. 937 (Hebrew), Chelsea, Kalman Disler, 66 Essex st., Chelsea, Mass.; L. U.'s 441 and 1653, Cambridge, P. J. Slowe, 90 Norfolk st., Cambridge, Mass.; L. U. 438, Brookline, W. H. Walsh, 166 Washington st., Brookline, Mass.; L. U. 218, East Boston, C. H. Morrison, 16 Pope st., East Boston, Mass. L. U.'s 625, Malden, 629 Sommerville and 777 Medford, A. McBride, 8 Ash Ave., Winterhill, Sommerville.
Brainerd, Minn.—P. W. Bidwell, 616 Oak st.
Branford, Conn.—John Knopwood, Short Beach.
Bridgeport, Conn.—M. L. Kane, 1484 Park ave.
Bristol, Conn.—J. W. Greno, 84 Grove st.
Brookton, Mass.—Walter Pratt, 308 Marston Bldg., 28 Main st.
Buffalo, N. Y.—Vincent Roth, 12-14 Eagle st.; Frank J. Fischer, 12-14 Eagle st.
Calgary, Alta., Can.—James Rae, Box 2331.
Cambridge, Mass.—P. J. Slowe, 90 Norfolk st.

Canton, Ill.—E. P. Sherman, 45 E. Vine st.
Canton, Ohio—A. M. Young, 934 Marion ave., S. W.
Cedar Rapids, Ia.—D. A. Leonard, 19 Jim Blk.
Central City, Ky.—C. L. Craig.
Charleston, W. Va.—C. P. Staats, Station A.
Charlotte, N. C.—C. W. Brown, P. O. Box 28.
Chicago, Ill.—John A. Metz, president; Daniel Galvin, secretary-treasurer; William C. White, J. H. Robinson, F. C. Bromley, assistant district business agents. L. U. No. 1, Albert F. Schultz; No. 10, J. D. Parker; No. 13, Thos. F. Flynn; No. 54, Peter Mraz; No. 58, Chas. C. Wright; No. 62, Walter Shogren; No. 80, Wm. Brims; No. 141, John Murray; No. 181, Thos. F. Church; No. 199, Ed. Mesenbach; No. 242, Geo. Prokaski; No. 272, Jas. Goodman; No. 416, C. Christian-son; No. 484, J. H. DeYoung; Nos. 448, 461, 250, 1727 (North Shore Locals) M. L. Baade; No. 504, B. Weinberg; No. 521, Wm. J. Mahoney; No. 643, Ed. Wunders; No. 1128, Herman Brochop; No. 1307, Adam Tait; No. 1693, John Oliver. Millmen: No. 341, A. Kurowski; No. 1367, Joseph Dusek; No. 1784, Gust. Stange; No. 1786, A. Hruska; No. 1922, Geo. Orris.
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Cleveland, O.—Walter J. Mapes, secretary; Thos. Payne, Harry Hamilton and Gustav Schroeder. Address of all, 337 Superior ave., N. W.
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Columbia, Mo.—J. McKenzie, 1121 Miner Bldg.
Columbus, Ind.—R. L. Wheate, 333 Kinman st. (Columbus, East.)
Columbus, O.—C. B. Rader, Room 126, 261 S. High st.
Corsicana, Tex.—W. B. Conner, Box 447.
Coshocton, O.—Wm. Schumacher, 1145 Main street.
Council Bluffs, Ia.—A. A. Whitlock, 201 S. First st.
Covington, Ky.—C. C. Skirvin, 483 W. 2nd st.
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Dallas, Tex.—R. M. Means, Box 372.
Danbury, Conn.—Martion B. Mapie, 19 Smith street.
Dayton, O.—L. E. Nysewander, Room 1, 26 N. Main st.
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Denison, Tex.—J. M. Davis, 420 W. Texts st.
Denver, Colo.—L. U. 55, Carl Everett.
Derby, Conn.—Wm. Casey, 133 Atwater ave.
Des Moines, Ia.—J. F. Gray, Trades Assembly Hall, 8th and Locust.
Detroit, Mich.—G. R. Alexander, 162 Randolph street.
Dodge City, Kan.—J. G. Sidlow.
Dorchester, Mass.—Jas. E. Eaton, 274 Beach st., Wollaston, Mass.
Duluth, Minn.—N. Olsen, 1905 W. 4th st.
Dyersburg, Tenn.—J. W. Todd.
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East St. Louis, Ill.—Geo. Tuthill, 418 Collinsville ave.
Edmonton, Alta., Can.—J. Francis, Mechanics' Hall.
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Elmira, N. Y.—Grant Nelson, 311 West ave.
El Paso, Texas—J. B. Williams, Box 631.
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The Carpenter

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 Fall River, Mass.—Chas. H. Percival, 517 Cambridge st.
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 Farmington, Me.—W. J. Dougherty.
 Fitchburg, Mass.—Al. Lafrennie, 59 Tredale st., Leominster, Mass.
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 Fort Dodge, Ia.—R. I. Harlow, P. O. Box 187.
 Fort Lauderdale, Fla.—R. G. Pearson.
 Fort Smith, Ark.—J. W. Adams, 501 S. 6th.
 Fort Wayne, Ind.—Wm. O. Lakey, 610 Calhoun st.
 Fort Worth, Texas—W. E. Hemsell, 1112 Carson ave.
 Galveston, Texas—Chas. O. Wallace, 2216 Ave. E.
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 Glen Cove, L. I., N. Y.—Hugh Duffy.
 Grand Rapids, Mich.—Garrit Verbarg.
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 Granville, Ill.—George F. Scott.
 Grayville, Ill.—J. W. Badisbaugh, Box 503.
 Great Falls, Mont.—James Scrivner, P. O. Box 372.
 Great Neck, L. I., N. Y.—Joseph W. Grady.
 Greensburg and Mt. Pleasant, N. Y.—M. Touhoy, Box 78, Irvington-on-Hudson.
 Greenfield, Mass.—D. E. Campbell.
 Grove City, Pa.—W. E. Double.
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 Hammond, Ind.—Wm. Newton, 160 Plummer ave.
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 Hartford, Ark.—J. H. Moore, Gwyn Postoffice.
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 Hazelton, Pa.—Albert Walck, 703 N. Laurel.
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 Herkimer, N. Y.—Frank W. Scanlan, 215 Henry st.
 Hillsboro, Tex.—Wm. Hodge.
 Holyoke and Westfield, Mass.—John Cronnen, Carpenters' Hall, 437 High st.
 Houston, Texas—Campbell Overstreet, 515 W. 14th st.
 Hudson County, N. J. D. C.—James Larkin, 332 Hoboken Ave.; Fred Herman, 332 Hoboken Ave.
 Hudson, N. Y.—Adam Schaible, 342 State st.
 Hutchinson, Kan.—G. T. Bronleeve, 120 W. 14th st.
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 Jacksonville, Fla.—Charles Barry, 46½ W. Bay street.
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 Mahanoy City, Pa.—E. C. Fowler, 222 W. Pine street.
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 Mayaguez, Porto Rico—Louis Perochier, Box 101.
 Marissa, Ill.—Barney Elliott, St. Clair Court.
 McAlester, Okla.—R. A. Bradley, 508 S. 18th street.
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 Monongahela, Pa.—Chas. E. Walters, Box 66, W. Brownsville, Pa.
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 Nashville, Tenn.—J. W. Carlew, 1625 12th ave., N.
 Newark, N. J.—G. G. Adlon, 19 Willow st., Bloomfield, N. J.; S. J. Stoll, 30 Union ave., Irvington, N. J.
 Newton, Mass.—L. H. Johnson, 251 Wash st.
 New Bedford, Mass.—Wm. Nelson, 384 Acushnet ave.
 New Britain, Conn.—J. F. McGrath, 79 Dwight street.
 New Castle, Pa.—J. W. Patterson, Trade Assembly Hall.
 New Haven, Conn.—John L. Richards, Music Hall Bldg., 117½ Court st.
 New London, Conn.—Geo. Arnold, 557 Bank st.
 New Milford, Conn.—Oscar F. Ross.
 New Philadelphia, O.—Jos. Born, 227 Grimes street.
 Newburyport, Mass.—F. S. Heath, 14 Dalton street.

The Carpenter

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 Niagara Falls, N. Y.—John Laur, 807 Willow avenue.
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 Norfolk, Va.—C. F. Jones, 305 Greenwood Bldg.
 Northampton, Mass.—Michael Jarvey, 223 Prospect st.
 North Bristol, Mass., District—B. S. Bolles, Box 135, Sharon, Mass.
 North Shore, D. C.—Michael O'Brien, 71 Washington st., Salem, Mass.
 Northwestern Ohio District—Wm. B. Austin, 332 N. Union ave., Alliance, O.
 North Yakima, Wash.—O. F. Leland.
 Norwalk, Conn.—Frank L. Cairk, Comstock ave., R. F. D.
 Norwich, Conn.—Robert McNeeley, Carpenters' Hall, 252 Main st.
 Nyack, N. Y.—James Murrin, 42 Summit st.
 Oakland, Cal.—Dave L. Wilson, 1500 Liese ave., Fruitvale, Cal.
 Ohio Valley, D. C.—E. D. Nickerson, care of Majority, 1506 Market st., Wheeling, W. Va.
 Omaha, Neb.—A. A. Whitlock, Labor Temple.
 Oneida, N. Y.—Albert Hyde, 46 Phelps st.
 Ottawa, Can.—Jas. Usher, Jr., 207 Turner st.
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 Paris, Tenn.—V. C. Sykes.
 Parkersburgh, W. Va.—W. S. Deen, 415 Avery street.
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 Passaic, N. J.—John Martin, 23 Crescent Pl.
 Paterson, N. J.—Otto Temple, 10 Fennor ave., Albion Place.
 Pawtucket, R. I.—Theodore Malo, 21 N. Main street.
 Peekskill, N. Y.—Geo. H. Wood, 950 Phoenix avenue.
 Pensacola, Fla.—N. Launsbery, Old Armory Bldg., Room 1.
 Peoria, Ill.—Willis K. Brown, 100-111 S. Adams st.
 Perth Amboy, N. J.—Joseph L. Crowell, 92 State st.
 Philadelphia, Pa.—Henry Gripp, chairman, W. T. Allen, secretary-treasurer, Assistants: A. Mellinger, L. U. 122; M. J. McDermott, L. U. 8; Vernon Fletcher, L. U. 359, Ernest Kreis, L. U. 1051. Address of all business agents, 142 N. 11th street.
 Pine Bluff, Ark.—F. J. Jones, 412 W. 17th ave.
 Pittsburgh, Pa.—Wm. P. Patton, secretary-treasurer; A. M. Swartz, J. A. Ross and Frank Morrell. Address of secretary and B. A.'s, Labor Temple, Washington and Webster ave.
 Pittsfield, Mass.—John B. Mickle.
 Plymouth, Mass.—Ed. H. Perrault, 14 Wood street.
 Pontiac, Ill.—F. Sipe.
 Poplar Bluff, Mo.—C. W. Howell, 630 Charles street.
 Portchester, N. Y.—J. C. Schofield, 18 Adece st.
 Portsmouth, N. H.—Robert V. Noble, 456 Market st.
 Portland, Ore.—B. W. Sleeman, Labor Temple, 162½ Second st.

Port Washington, L. I., N. Y.—Chas. T. Wiggins.
 Poteau, Okla.—J. J. Vance.
 Pottsville, Pa.—Edward G. Ossman, 441 Greenwood ave.
 Prince Albert, Sask., Can.—J. Sleight, P. O. Box 544.
 Prince Rupert, Can.—Harry Bertaux.
 Princeton, N. J.—John Dilworth, 361 Nassau street.
 Providence, Pawtucket and Central Falls, D. C. Theodore Malo, 21 North Main st.; Pawtucket; C. J. Mulcahy, 152 Weybossett st.; Providence and T. F. Kearney, 152 Weybossett st.
 Pueblo, Colo.—T. F. Payton.
 Rahway, N. J.—L. A. Springer.
 Reading, Pa.—W. W. Werner, 24 N. 6th st.
 Red Bank and Long Branch, N. J.—W. G. Pinson, 404 Park Place, Long Branch, N. J.
 Richmond, Va.—J. A. Holland, Labor Temple, 5th and Marshall.
 Roanoke, Va.—L. G. Stultz, 709 Second ave., N. W.
 Rockdale, Texas—W. A. Castlebery.
 Rochester, Minn.—W. E. Thorn, 316 S. Broadway.
 Rochester, N. Y.—G. H. Wright, 33 Penn. st.; A. Agreen, 100 Reynolds Arcade.
 Rockford, Ill.—John E. Peters.
 Roxbury, Mass.—J. M. Devine, 184 Dudley st.
 Rockville, Conn.—Wm. J. Hetzler.
 Rutland, Vt.—Chas. E. Hoyt, 81 Crescent st.
 Sacramento, Cal.—F. E. Stahl, 2211 L st.
 Saginaw, Mich.—E. W. Secord, 416 Cornelia st.
 Salt Lake City, Utah—D. O. Jacobs, Labor Temple, 151 E. Second East st.
 San Angelo, Texas—R. E. Vinson, 65 N. Randolph st.
 San Antonio, Texas—Wayne Bohanan, 702 Denver Bldg.
 San Bernardino, Cal.—C. O. Whitlock, 524 Franklin st.
 San Diego, Cal.—J. H. Markwith, Labor Temple, 739 4th st.
 San Francisco—Fred Fewster, C. C. Campbell, J. J. Hughes, Francis McNamara; addresses, 200 Guerrero st. For Alameda County (Oakland), J. N. Steiner, L. W. Newton, Joseph Orthum; addresses, 761 12th st., Oakland, Cal.
 San Jose, Cal.—Bert P. Ward, 72-78 N. 2d st.
 Savannah, Ga.—A. J. Sours, 322 Bolton st., W. Sayre, Pa.—T. Falcey, Waverly.
 Schenectady, N. Y.—Chas. Gould, Scotia, N. Y.
 Scranton, Pa.—E. E. Knapp, 208 Coal Exchange.
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 Sesser, Ill.—I. Hill.
 Sioux City, Ia.—Chas. Huney, Labor Temple.
 Sioux Falls, S. D.—B. F. Collins, Labor Temple.
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 Sommerville, Mass.—A. McBride, 8 Ash ave., Winterhill.
 South Framingham, Mass.—Edward L. Hand, Highland ave.
 South Shore, Mass.—L. W. Breedle, 208 Allen st., E. Braintree, Mass.
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 Spokane, Wash.—Fred J. Cheshire, 9 Madison st.
 Springfield, Ill.—John R. Holmes, Carp. Hall 7th and Adams st.
 Springfield, Mass.—Thomas McCarroll, 89 Armory st.
 Springfield, Mo.—C. J. McKeegan, 2049 Wasoola st.
 Springfield and Milburn, N. J.—J. R. Howard, Box 37, Springfield, N. J.
 Springfield, Ohio—D. A. Hunter, 123 W. High street.
 Stamford, Conn.—Geo. B. Gregory, 45 Oak st.
 St. Cloud, Minn.—Charles Gardner.
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 St. John, N. B., Can.—James L. Sugrue.

The Carpenter

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 St. Paul, Minn.—John S. La-Brec, 450 S. Warwick ave., and O. D. Reisiner, 1205 Beech st.
 Sullivan, Ind.—Jas. C. Ridge, 209 Chase st.
 Summit, N. J.—Harry Williamson, 47 Russell Place.
 Superior, Wis.—J. H. Hatch, 1701 28th st.
 Syracuse, N. Y.—J. H. Franklin, 301 Griffin Bldg., 134 W. Anondaga st.
 Tampa, Fla.—C. A. Sutton, Box 599.
 Taylorville, Ill.—Geo. King, Box 252.
 Teague, Texas—J. H. Mayberry.
 Terre Haute, Ind.—C. C. Rariden, 524 Mulberry st.
 Texarkana, Texas—G. L. Hunter, 1109 E. 18th street.
 Toledo, Ohio—H. R. Kline, 314 Cherry st.
 Tolleston, Ind.—L. U. 1117, C. Banta.
 Thompsonville, Conn.—Arthur Rochette.
 Toronto, Ont., Can.—R. J. Nichols, Labor Temple, 167 Church st.
 Trenton, N. J.—Geo. W. Adams, 653 S. Olden avenue.
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Reasons for complaint.

Rain an' storm have come to fret me—

Skies are often gray;

Thorns and brambles have beset me

On the road—but, say—

Ain't it fine today!

What's the use of always weepin',

Makin' trouble last?

What's the use of always keepin'

Thinkin' of the past?

Each must have his tribulation—

Water with his wine.

Life—it ain't no celebration.

Trouble—I've had mine;

But today, ain't it fine!

It's today that I'm a-livin',

Not a month ago.

Havin', losin', takin', givin',

As time wills it so.

Yesterday a cloud of sorrow

Fell across my way—

It may rain again tomorrow;

It may rain—but, say,

Ain't it fine to live today

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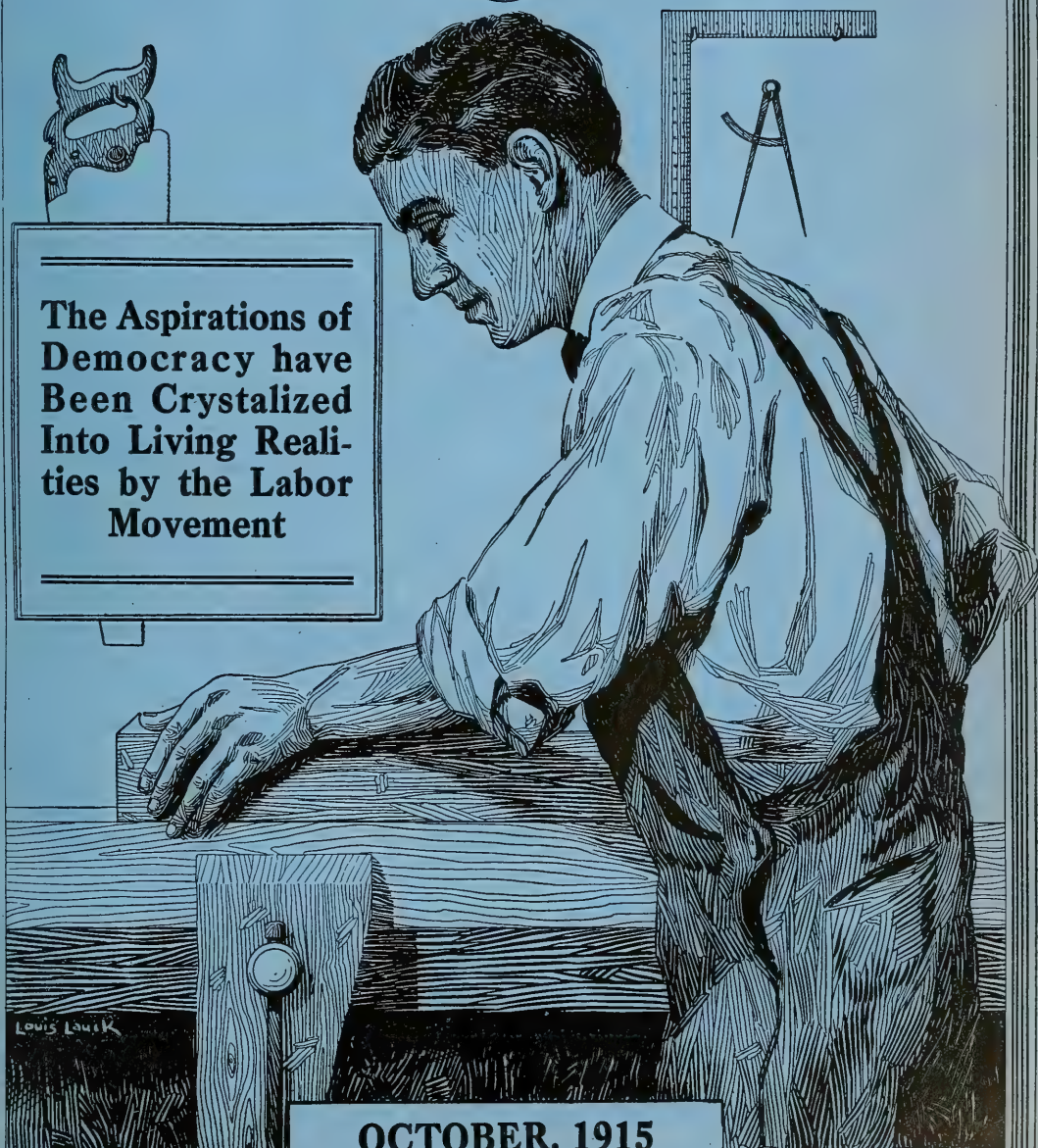
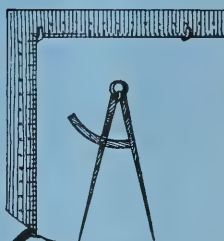
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INDIANAPOLIS, OCTOBER, 1915

One Dollar Per Year
Ten Cents a Copy

In Memoriam

JAMES KIRBY

GENERAL PRESIDENT

United Brotherhood of Carpenters
and Joiners of America

DIED

Friday, October 8, 1915

"To Live in Hearts We Leave Behind is
Not to Die"

The death of General President Kirby, coming as it did with apparently incredible swiftness, following an operation at an Indianapolis hospital, will cause an immense wave of grief to sweep over our organization, to the membership of which he had endeared himself through his many sterling qualities of mind and heart. We inscribe his name upon our death roll with a sense of great pain and tender to his bereaved wife and family our deepest sympathy.—R. I. P.

The Carpenter

ORGANIZATION OF THE WAGE WORKERS A NECESSITY

(By Frank Duffy.)

IS organization necessary? Is it beneficial to the working people? Should the wage workers of this or any other country combine and consolidate, affiliate and amalgamate and form protective and beneficial organizations?

These are questions that are often asked now-a-days.

Let us see: Without organization the working classes are unable to protect themselves in the struggle for existence, they are practically at the mercy of employers, they have no means of redress from the evils they suffer and cannot defend themselves from injustice. Organization is therefore necessary.

It has three particular spheres of effort:

First: To secure for the wage worker a larger share as his reward for work done, to reduce the hours of toil, to establish better working conditions, and to enter into agreements governing these matters, so that a better understanding may be established between employers and employees.

Second: Organized labor fights monopoly, based on special privileges and legislative enactments, it is opposed to government by monopoly. It fights wrong, injustice, tyranny, oppression and slavery in any form and stands for honest government.

Third: It develops the fraternal and mutual spirit of assistance among workers, and stimulates the standard of honor among them. A brother member will not take an undue or unfair advantage of his fellow worker.

It cannot be denied that organization has done much for labor. True, we have had strikes and lockouts which cost us dearly, but the gains won more than compensated for the losses suffered.

Organized labor fought against the system of contract labor in the state prisons, it struck at the evils of child labor, it demanded protection for the woman wageworkers in industry, it de-

manded safety at work, it demanded sanitary laws, it demanded a better system of education, it taught workmen to know their interests, it familiarized them with public questions of importance, it revealed to them their power and force in the community and it impressed public men with a wholesome respect for the opinions and rights of the workers.

Is organization necessary? Should we have a trade union movement? I will not attempt to answer these questions; read what others say and decide for yourselves.

Theodore Roosevelt:

"I believe in unions. I believe that labor organizations have been one of the greatest factors in improving the material and moral conditions of the wage earner and in raising the standard of industrial citizenship.

The union is as necessary an outgrowth of our modern industrial system as is the corporation."

William H. Taft:

"I am very much in favor of the organization of labor. I am in favor of it not only because of what it has effected and is effecting in the interests of those who earn their living by manual labor, skilled and unskilled, but also because of the advantages it brings to the community at large.

Can any one deny the real benefit that has been brought to wage earners and society through the legislation, influenced directly by the activity of labor organizations?

I have therefore said, "that were I a wage earner, I would feel it my duty to join a labor organization."

United States Senator Cummins:

"Barring one organization—I mean the church—the labor union is the most potentially of good government this country has ever developed.

Fundamentally, the banding together of workmen for their mutual protection is the very sheet anchor of free institutions.

I have no sympathy with the principle that the labor of a man should be regarded as a commodity or an article of commerce. To speak of labor being bought and sold, as if it were a commodity, is an insult. A man's labor is the expenditure of his life. To deny this is to deny the most imperative precept of citizenship."

Isaac R. Sherwood, Congressman 9th Congressional District, Ohio:

"A remarkable spectacle was witnessed in June (1914) when over two hundred members of Congress stood up and voted to recognize the rights of labor to organize for its protection and betterment.

Labor to-day is recognized in a cabinet bureau, presided over by a man who formerly worked as a "coal miner" in Pennsylvania."

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A. F. Vandeventer, State Senator, Oklahoma:

"Organized labor has been a civilizing influence, second only to our public schools * * * It is the organization of union labor which lessens the weight of individual burdens, by increasing the idea of mutual responsibility by making the cause of one the cause of all, by protecting the humblest member of society from injustice and wrong."

John Morley, Member of the British Parliament:

"There is all the difference in the world between the selfishness of a capitalist and the so-called selfishness of a great trade union."

The one means an increase of selfish luxury for one man or a single family; the other means an increase of decency, increase of comfort, increase of self-respect, more ease for the aged, more schooling for the young, not for one family, but for a thousand or ten thousand families. Others may call that selfishness if they please, I call it humanity and civilization and the furtherance of the commonwealth."

Chairman Walsh and Commissioners Garretson, O'Connell and Lennon in final supplemental report of the Industrial Relations Commission to Congress:

"Strong unions mean decent wages, and decent wages raise wage earners to a plane of thought and action where their acts and mental processes must no longer be directed toward a desperate struggle for the very right of themselves and families to live."

Judge Cussen of the Australian Arbitration Court:

"I give preference to unionists, * * * because I am convinced that the man who gives a considerable portion of his time each week and a considerable portion of his earnings each week to try and improve the condition in which he lives is justly entitled to more consideration than the man who remains outside and will not give a portion of his time or a fraction of his money to better the conditions of himself and those who are dependent upon his earnings."

Judge Ben Lindsey of Denver, Colo.:

"Union labor is a good thing; the unions are good things. If the workers of this nation would escape the absolute and certain slavery that they will face without the union, they will not only join the unions of their respective trades, but they will use every lawful and just means in their power to induce others to do so. The opposition to unions comes primarily from ignorance and the occasional mistakes and errors of the unions themselves, which should not be confused with the big principle they stand for."

"Labor has a right to organize, and, as a union, is entitled to recognition, and those workers who stand in its way are simply forging their own chains."

"The organization and union of the workers and their right to collective bargaining is one of the most righteous and just causes being contended for in this nation. To oppose it is to oppose liberty, to accept it is only the duty of the hour if we would steer this republic past the rocky reefs of violent revolution, for oppression without relief, without hope, knows no remedy but rebellion, revolt and violence."

"Those who do most to encourage and provoke such an undesirable alternative, are those who oppose and fight the union of the workers; those who would avoid it are those who do

most to promote and defend the right of the workers to organize, to unionize, thus to present a force opposed to that which would leave them no alternative, in the final analysis, but slavery and serfdom, or revolt and violence."

Judge Gibbs, Bronx, New York, County Court:

"Labor has a right to organize and use every legal means to protect its own interests, raise wages, shorten hours and enforce working rules. Labor has the same right to protect itself against outside competition that business has."

Graham Taylor:

"Labor organizations have been foremost in calling public attention to and demanding the recognition of the conditions against which their members are struggling. Indeed they are to be credited with forcing the observance of these facts, both upon employers and political economists. Had they not done so, political economy might have continued to be the 'dismal science,' which so long faced practical conditions with abstract theories."

Jeremiah W. Jenks, Professor of Political Economy, New York University; School of Commerce, Accounts and Finance:

"Steady improvement in the standard of living by the wage earners has been due in my judgment, in no small degree to the acts of trade unions in steadily demanding a reasonable share of the product of industry, and in enforcing their demands by argument, by the education of public opinion, by strikes if need be."

Elbert Hubbard of Roycroft Fame:

"Unionism has helped the American workman immensely. It has given him higher wages, better conditions, shorter hours."

Rev. J. C. Armstrong, Superior, Wisconsin:

"Labor unionism is justified by its accomplishments. It has elevated the working man's standard of living, has given him higher wages, more leisure, better working conditions, increased his efficiency, diminished accidents, averted disease, has kept the children in school and raised the moral tone of the home."

It is unbecoming for a non-unionist, after reaping all its benefits with union labor, to denounce it."

Governor Ferguson of Texas:

Labor must organize. Let me plead with every man who earns his living by honest toil to join some union. You can be just as honest outside of a union, but you will accomplish nothing by yourself. If you have more sense or influence, you ought to join the union to give your fellow-men the benefit of your talents. If you have less sense than the average, come in and let the union help you."

From one of our exchanges we get the following:

"The labor movement—that awkward but expressive phrase, whereby we signify the progress of workers toward the goal of complete social justice—is undoubtedly the greatest subject before the world today. It completely overshadows, aye, even em-

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braces every problem, social and economic, touching the betterment and progress of the human family. Practically all of the profound thinkers and students of our time recognize that fact."

I could continue to quote hundreds of prominent men in all walks of life on this question, but what is the use? Can you ask now—is organization necessary? Do you doubt it?

As a wage worker you owe it to yourself, your family, your fellow workers and the community in which you live, to join the union of your craft or calling and thereby help in the great work Organized Labor not only stands for, but is engaged in. Don't be a back number, a back slider an oppositionist, in plain words a "Scab." Be a hero in the fight:

"If you're game to fight with no end in sight,

And never a band to play,

If you're fit to toil with no hope of spoil
And the toiling itself for pay—

If you'll bear the irk of the thankless work

Of the making the dream come true,

If you'll march along, through a hooting throng

That bellows its oath at you;

If you'll learn to meet each new defeat

With the gritty old grin of yore,

And lift your lance in a new advance,

With hardly a chance to score,

Then you're just the breed that we sorely need,

You're one of our kith and kin—

So get the swing of the song we sing,

And join in the march—FALL IN."

TWO FACTORS THAT MAKE FOR SUCCESS

(By Warfield Webb.)



IF a man has been able to learn from the very beginning of his industrial career the urgent necessity of doing his best in every detail of his work, there will be hardly any cause for complaint on that score, and the work which he undertakes will give ample proof of the manner in which he views the subject. If, on the other hand, he has been doing his work in a haphazard way, having only the slightest regard for what might be considered trifles, there is grave danger of his becoming his own worst enemy, and of his labors being only mountains which will arise to crush him.

Inferior workmanship is the stepping stone to failure in the matter of construction work. Very closely allied with this obstacle to the success of the worker is the use of inferior material. We might add that a man's attitude toward these two details will go far toward either bettering his position or hastening his downfall. It is true that first-class workmanship cannot be obtained unless there is likewise first-class material with which a man must do his work. The

outcome of any undertaking has so much to do with these things that they should be among the very highest consideration for every carpenter. Even though the job be a small one, there is just as much cause that the material and the workmanship be of the best, as though it were a very large affair.

In order to properly appreciate these things, and to value them adequately, there is demanded painstaking effort, and the sound judgment that springs from care and watchfulness. It is an easy matter, at least in many cases, to detect green or unseasoned lumber, inferior hardware, bricks that are poorly made, stock that has been cut from inferior grades, or put together in such a way as to make a good job almost impossible. These are not likely to be thrust upon you without your knowledge if you are on the alert. Some of the real pitfalls, however, lie in the finished materials with the defects covered up, so that the average workman will be slow to note them. If you deal with well-known firms, those which have a reputation for honest dealing, the chances are very slim that you will have any cause to complain in this direction. There

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are some manufacturers, however, who are not so particular, and it is well to be on the alert when dealing with them.

Where you are undertaking a piece of work with some new materials, some items that are in a measure new to you, and that you are not quite certain of, more care should be exercised than many tradesmen seem to give them. The costly mistakes that are made at times can be avoided in this way if a little precaution is taken. Do not make the mistake of presuming that every new material should be viewed with suspicion, for there are continually being advanced some things that are for the improvement of building operations. The progressive builder will be glad to investigate every new material, or the newer method of applying the old, and in this way will be adapting himself to the changes that are still going on in the structural world.

In any event do not accept any substitutes. They may be all right or they may not be; one cannot tell and the chances are too great to permit of this danger in making a satisfactory job. If there are errors made, or faulty construction, or materials that do not come up to the specifications, you will come in for the blame, and the difficulty of escaping is sometimes embarrassing. Whenever possible, inspect everything that is to enter the building or the particular piece of work in hand. The results of this first care will do much to avert other and graver calamities later.

So many instances can be cited to prove the folly of inferior materials and bad workmanship in our modern construction work that there seems to be little necessity of urging this topic upon any conscientious worker. The man who does regard these things is the man who is ever in demand. It does not matter whether you are employer or an employe, there is demanded of each the care and the honest labor which is vital to every successful undertaking.

Look about you and see how many mistakes have been made, and how much work has been undertaken that was the direct result of this want of care. Per-

sonally, you would neither accept the class of stock that is sometimes placed in buildings, nor permit the careless workmanship that is done by men who are more eager to secure their pay envelope than to work to some definite end. There are so many structures that bear the earmarks of cheapness in every detail that they are like the brand of stock that is placed on the market without bearing the name of the manufacturer. The latter would be ashamed to claim ownership to them, and likewise the builder would not acknowledge that such structures were specimens of his handiwork.

Whenever you undertake a job look into the trifling things, particularly such details as seem to demand little consideration. Notice the quality of the materials with which you have to work. See that your tools are in trim for the best that you can possibly make of them. Do your best in whatever capacity you essay to labor. If you are like the manufacturer who is ashamed of the quality of his product, what hope can you entertain that your services will be in demand? You are to be judged by your work just as the material man is judged by his output. If either is inferior is there not a great danger that both will be rejected?

Upon these things then, material and workmanship, must be based every labor and every satisfactory job. Both are essential to perfection. Both are dependent upon the other in order that there will be complete unity and full satisfaction. Success depends just as much upon your personal efforts as it does upon the honor of the material man to supply the best that is to be had for the specified work. See to these things and then you can rest at ease with the guarantee that no man can say you are unworthy of your hire.

In an address delivered twenty-five years ago, Cardinal Gibbons said: "Labor has its sacred rights as well as its dignity. Paramount among the rights of the laboring class is their privilege to organize."

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THE OPPORTUNITIES OF A UNION CARPENTER

(By Dwight L. Stoddard.)



TO-DAY if you should ask a carpenter if he intended to have his sons take up the trade, I am sure that the answer ninety times out of hundred would be, no. You get this answer, not particularly because times have been so hard of late but because the average carpenter realizes he has had a hard struggle and he does not want his sons to have the same experience.

It is true, if one works as a common journeyman carpenter all his life, as I and my father have done, that it is a hard struggle. Yet, conditions as they average in my life are in many ways far superior to the average conditions which existed in my father's time, and there is no doubt that my children will experience a far more marked improvement, for even if times are extremely hard and conditions sometimes seem to be going backward, yet after all, through it all, there is constantly going on a most powerful educating process and these years and years of unionism are bound to bring a wonderful permanent improvement in the condition of the toiling masses. Organized labor today is just beginning to be educated as well as organized capital.

And while it is true that we have been organized many years and have accomplished much, yet, after all, we are only beginning to learn how to really accomplish a number of things. In the past, while we have succeeded in shortening hours and raising wages, capital has continually increased the cost of living until we are often at a loss to know just what we really have gained. But, nevertheless, all along the line there has been going on a constant education; we have come to know that although individual capitalists usually have many different interests, ideas and desires, yet, when things are to their betterment as a whole, they overlook their many different interests and stand together as one man. And when the day

comes, as it surely must with all the education we are getting, when labor stands together solidly, the world will then and not until then, be ours; and when the world is ours a humane spirit shall prevail, and existing conditions will be changed.

The Brotherhood of Carpenters is one of the greatest forces of skilled labor ever gathered together and I am proud to belong to it. The carpenter is a skilled mechanic, second to none, in the modern world. If there is a trade in any way better than ours it is because through education it has become so and there is no reason why we should not make our trade the very best in the land.

If a union carpenter has a desire to push ahead and become a foreman or superintendent, he can get steady work at good wages and especially if he works overtime he can make a yearly income that is not made by those who work at other trades or callings.

If a carpenter has a desire not to work for some one else all his days and is not afraid to run a little risk in estimating the figure at which he can do a job as a contractor, he has an opportunity to go onward and upward faster and higher than in almost any other trade or calling. When the union carpenter gets discouraged at his trade he often looks to some eminent doctor, attorney, teacher or preacher or some other professional man and thinks to himself if he only had their opportunity what a success he might have made. He looks at the successful man in that particular calling but he does not stop to look at the thousands and thousands of others in the same profession who have had to struggle far harder than the poor carpenter.

Opportunity is open to the carpenter who wants to travel the lines of general superintendent and architect; there is absolutely no limit to the height that he may reach along that line. So, in many ways, the union carpenter has oppor-

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tanities of all kinds surpassing many others.

If the carpenter has a desire to build up a business, he can lay by a little of his daily wage, secure a start through paying for a lot, gather in whenever possible, a little material and at odd moments put up a little house. Then if he has any business ability about him he can trade it off after living in it for a while, thus saving paying rent. If he can sell at a good profit he will be in better shape to build his next home; and then, if he has learned enough of the business to sell that one to better advantage, he goes on and on and there is absolutely no limit to what he may be able to do as a builder and real estate dealer.

Should the youth who has taken up the carpenter trade and "made good" later on decide to change his calling and take up a professional career he will find that the experience he has gained working at the trade will be a help rather than a hindrance to him. If he has spent his early life as an active union carpenter and taken an interested part in the affairs of his union he can take up his new line of work with a great deal more intelligence than those who have not had the early union education for the leading trade unionists of today

are able to meet and debate on any subject of interest to the masses with men of any other avocation.

Some may say: "Oh, well, I know any trade or calling is more or less of a struggle, but it is capital that keeps us all down," which is to a great extent true. Yet, when the day comes when we shall all be educated as we should, the rights and equality of opportunity for which we have struggled shall be ours and the carpenters of the land will enjoy conditions scarcely dreamed of at the present time. Present conditions may seem bad, but the future for the union carpenter is bright with opportunities more so than perhaps for any other occupation in the land.

No father should be discouraged if his son decides to be a carpenter at an early age, for that early training and trade discipline will fit him as nothing else can to make of him whatever there is in him to become. After all, man is to a great extent whatever he makes of himself; and there is nothing in the entire world to bring out the best there is in a real man like the trade union; and in the trade union movement to-day as in the past, the carpenter leads the procession.

WHY NOT "HOME-GROWN" HOUSES?

(By E. H. Clark.)

IT goes without saying that some places are more pleasant to work in than others, just as some jobs are more interesting than others. All carpenters and workmen generally know this to be true. General environment, the people you work for, condition and kind of material, weather, and so forth, all have an influence on the work, either for good or otherwise.

A congenial spirit and first-class material are great incentives to efficient work so far as the average carpenter is concerned. Last fall we were called upon to finish a house in a country district of Indiana. The frame had been

put up the previous spring—had been lined and the roof put on. The first thing to do, of course, was to set the frames and put on the siding. I do not mean to enumerate all the different things we did in order to complete that house, but I mean to tell what we had to do it with.

It was a two-story, nine-room house and basement. The interesting thing about this particular job was the fact that there were only three things in its construction that were not of native material—doors, windows and shingles! Sills, joists, studs, rafters, sheathing, lining, frames (both inside and outside), flooring and finish, stairway and all mill work, etc., came off the farm of the own-

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er. I never saw a nicer class of material on any job. The lumber had been dressed by a responsible firm, and was extra well planed and uniform. The flooring was maple and ash. The stairway was made of fine ash boards, and finished to perfection. The interior finish was white oak, ash and white walnut. I inquired of the owner regarding the total cost of his material, and found it had cost him only about sixty per cent of the same bill in pine.

I know that he has a more durable piece of work, and also a prettier one by far, than he would have had out of soft wood. Especially is this true in regard to the flooring. The kitchen floor in the house where I live is of a good quality of ash, and has been in constant use for fifty-eight years; it was used, I don't know how long, in another house before the present one was built in 1857. It is in splendid condition yet. This is just a sample instance of what Mr. C—— can reasonably expect in the house he has just completed.

You cannot get a "hurry-up" job out of native material, of course. Those owning timber and expecting to use it in building, would have to cut it a year or more in advance of its use—especially the lumber for inside finish. But it is well worth the effort, and I wonder why more people who own timber do not make use of it for this purpose. You make your farm produce good things to

eat and good things to wear, why not make it produce a good thing to live in? The three most important requirements of life—"food, shelter and clothing" are yours for the effort. Why not "home-grown" houses? Aside from the utility feature, the novelty of the scheme should appeal to the farmers.

There is much good timber just now going to waste in this country; trees are dying by the hundreds on account of the dry seasons of 1913 and 1914. Better use some of it while you can. Then you can truly say: "I have built this house entirely from timber grown on the place. It is a distinction you may well be proud of for three reasons: Your house will be more substantial, more durable, and cheaper. One other pleasing advantage you will have, and it is not the least by any means. Your clear, thoroughly seasoned inside trim will varnish or stain far prettier than foreign material. It is therefore "up to you" to take advantage of the opportunities which await you at your very door.

The "native job" referred to worked fine. You can always make better joints and fittings with hardwood than is ever possible with either hard or soft pine. We had good material and plenty of it, and of course it was a pleasure to work it. I went to this work with some fears, but they are now cleared away. In future I will give the native material preference for easy and satisfactory work.

TEACHING CARPENTRY, JOINERY AND WOOD-WORKING

(By Owen B. Maginnis.)



AFTER many years experience since 1891, in teaching boys and young men the fundamental principles of carpentry, joinery and wood-working, I am constrained to answer a question asked me recently which was: "What do you think is the best way to learn these trades; how long will they take, and is it worth while to learn them considering modern conditions?"

The reply to these questions, if treated in all their detail, would necessarily be

very lengthy and tiresome reading, still, the subject is of much importance to the rising generation.

Primarily, I am prejudiced in favor of the time honored system of apprenticeship, perhaps because I served as apprentice myself. I recognized its efficaciousness and thoroughness. Through long hours of labor and gradual advancement step by step from turning the grindstone as a boy and turning out finished work as a man, there was, slowly and permanently inculcated into the developing mind through a term of say,

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from five to seven years, the skill, concentration, patience, and dexterity which must be acquired by him who aspires to become a first-class artisan or mechanic.

It takes time to learn any of the trades. Even today not less than three nor more than five years in some places, yet we men who know, wonder to see modern trade schools and institutions trying to impress on unenlightened people the error that a trade can be learned in six to twelve months.

The system of forcing education in any branch, of cramming into a young slowly developing brain more knowledge than it can receive and comfortably retain, or the movement of the hands keep pace with, means nothing but an incompetent, uncertain training which will lack confidence and be always faulty or unreliable.

In lieu of apprenticeship, then, some sort of trade education must be devised, and that, to hold up the standard of the trade, must be right and thorough.

Alas, for that uncertain individual who has but a smattering of a trade. He is indeed a bane to himself and to others. Amateurish, doubtful and arrogant he comes perhaps into competition with his more skilled comrades and brings opprobrium on himself and his fellow workmen by the futility of his endeavors, until he may eventually learn something in the school of adversity and suffering and gain through experience which is the truest and best teacher of us all.

But as to teaching the trades: The success of a teacher naturally depends first upon the mental and physical capacities of the students; second, upon the system of instruction followed which must be thorough and practical, and bringing to the task both brain and body not less than six hours every day for a graduated intelligent youth.

I would, if possible, put only those who have adaptability or taste for any trade to learn it, for if the heart and mind are not interested the body will not respond.

The boys or young men should be selected by asking them candidly what trade or occupation they would prefer, the questioner fully explaining to each before they reply, the nature of the duties and labor, the difficulties and possible benefits and remunerations to be derived from the acquisition of each particular one, its drawbacks, dangers, etc., so that each might voluntarily choose and decide knowingly and without any doubt or regret afterward.

In the choice of a vocation, such as ours, it would be well not to accept those who desired only to learn it as a pastime or means of recreation, but to obtain those who earnestly wish to gain it as a permanent means of livelihood, working in an enthusiastic and serious manner, for only such will succeed and persevere. Triflers should be kept out of the school and shop and only steady, ambitious workers retained.

Given then the proper material or ground work in which to sow the seed of instruction, the teacher may commence and proceed with comparative confidence to produce, if he can, successful pupils.

Start at the beginning and let the tyro on his entry into a shop try to familiarize himself with furniture, details, tools and machines, and at the same time make himself generally useful. By turning the grindstone, sweeping out the shop, opening and closing the windows morning and evening, cleaning the machines, and so forth, at the same time instructing him practically in their manipulation, parts, wheels, knives, uses, dangers and possibilities, one at a time, and slowly inculcating into his mind, if it be an inquiring one, a full and true value of each and every item as it becomes necessary to employ him for any purpose. If he, for instance, must carry lumber, such as spruce, it would be well for the instructor to group his pupils before the pile, and then and there give them a short, clear description of the timber, its constitution, faults and uses. Again if they are to use their tools on it, as in framing, to continue

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imparting his information as they work, or as contingencies arise, plainly demonstrating each point by the use, hand application and manual tool work on the timber itself. It is a good plan to group the boys in classes or gangs, each of which should execute some one detail such as crosscut sawing on sills, floor beams, joists, or such like jobs, appointing the brightest lad a foreman of each, all to work under his direction. This gives them a sort of independence, and stimulates the desire to excel, provokes competition and virtually places them as separate and independent working factors. They thus will try, and though the work is faulty, as many pieces will not be sawn square or to the line, it will still be found fairly good, and not much timber spoiled. In teaching at least 10 per cent of waste may be allowed in the material.

The classes or gangs should be changed about and none permitted to work too long on any one detail. Encouragement and praise should not be stinted, and I would reward in some way any youth who produced a piece of work of extra skill or perfection.

A close study must be made of each pupil's personality, his capacity, foibles and methods. Many boys think slowly and grasp ideas by slow degrees while many see and realize at a glance. Many more will require fuller and more lucid explanation before they can comprehend what is wanted of them to work out. Much also depends upon the instructor, his patience, observation and ability to explain in actual practice the way to do it.

Proceeding then by easy stages with the continuous aid of large and accurate blackboard diagrams, for there should be one of these useful adjuncts in every industrial shop, and good, clear, simple worded hand books, amply illustrated with large diagrams and full descriptive text, so that the youth may be lead gradually along from step to step to a fair knowledge of the trade and the manual skill to produce very good work, not alone in smallish (dilettante) manual training articles such as wooden

candlesticks, towel rollers, and such like, but to work out some jobs from a drawing or diagram as laid out by the instructor and on a building.

Books containing detailed descriptions of each tool are most valuable. These are now freely given away by the tool dealers and manufacturers and one should be given to each pupil and kept under or near his bench so that he can study and understand each tool, its parts and usage, always assisted, of course by the instructor and no youth avoided nor neglected who may need assistance.

Their health, too, must be noted. In framing and raising out door heavy work in cold weather many boys of delicate or weak constitutions are not fit and are better left indoors or at school or in the warm shop. It is a good plan practiced by the writer to do all outside building work possible in fine weather and inside, such as the preparation of trim, etc., in bad or uncertain weather, thus losing no time and keeping the boys constantly employed.

Driving or rushing pupils is a mistake. No one can learn in a hurry or under the lash of haste in a spirit of fear of punishment. All these tend to raise up in the mind of the learner the fact that he must work under compulsion, and youth resents this. Better coax and help them along by kind admonition and instruction, always maintaining strict discipline and order.

The elements of freehand and mechanical drawing with the addition of good arithmetic in its application to mensuration should be taught concurrently with the practice and use of the tools in actual work. A very important part of our trades is in calculating and measuring and these, too, should be imparted as far as possible in their elementary form from the beginning.

A slight knowledge of physics would also be of much aid, for example to explain how a piece of timber is acted upon under different conditions, tension and compression and so forth, and the several most commonly used woods with their attributes and characteristics

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simply demonstrated by actual examples from time to time.

Again, the figures and handling of rules, steel and other squares, and levels, their reading and utility, should be another course or series, and so on from one job of teaching to another.

Somehow I do not like classes, courses or curriculums in teaching these three trades. The difference in the tastes and adaptabilities of the boys seem to preclude any fixed item. For example one boy will turn most beautifully, another carve to a high degree of art and another build and construct so well that each feels constrained and impatient to learn anything that does not interest

him, yet they should learn all and be taught all if possible.

Sometimes there will bob up an all-round boy of the versatile, general utility variety who will afterward make an excellent jobber, but does not excel to a high degree in any special branch, sometimes a good foreman or executive will come forth, all good and useful and so on.

In the limited space devoted to this article and as my experienced readers know too well how the acquisition of any trade is a progressive evolution, I will close by recommending that more time and thought be given to the teaching of the trades rightly lest they should retrograde or become of lesser importance.

A WORKING LIBRARY

(By John Upton.)



LET us have a new slogan: "Buy a postage stamp and use it to send for some of those catalogs and hand books which the manufacturers are willing and anxious to send to those who ask for them."

One will not get a college education by this means, but he may get that which will be of much actual, practical, every-day use to him. He will obtain a knowledge of things and conditions as they are at the present time, a knowledge of up-to-date materials and methods of work and some of that spirit of enthusiasm which is one of the main points of difference between a live man and a "back number."

The manufacturers and dealers in building materials and supplies, hardware and tools are spending thousands of dollars each year to advertise their goods and to bring them before people who use them, and are doing much to make the situation simpler for the man who needs a few doors or windows, a quantity of lumber, some special tools or equipment or even an entire house.

For a few cents one can secure books of house and barn plans with perspec-

tive and interior views of the completed buildings, and catalogs and price lists of all material needed for their construction, including complete outfits for heating, plumbing and lighting.

These catalogs give lists of stock sizes of doors and windows, showing clearly the construction of frames. They give drawings of mouldings and all shapes and kinds of lumber and are useful text books which one may well take time to study.

There are also catalogs and books of tools which show cuts of almost everything that a man can use in the working of wood or other material. Then if one is even a little interested in heating or plumbing, water supply, lighting, sewage disposal, barn equipment, painting or roofing, or almost any other subject, there are books and catalogs to be had for the asking or for a few cents postage that will give one valuable points and facts.

Trade papers are also of great advantage to the live-wire carpenter. You may take one, perhaps, but there are others you should have also. At least one can be procured either from your news dealer or direct from the publishers. You are sure to get some good

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from them both in the reading and in the advertisements.

Here are a few things that we might just as well know, even though we do not need to use the knowledge every day. Such information can be obtained without much effort and may be of considerable benefit.

What, for instance, are stock sizes of doors, windows and lumber?

Can one get window jambs already plowed out for parting stops for check rail windows, and sash stock and bars ready made; also stock for screens? What is partition cap and shoe? How may one prevent porch columns rotting out at the bottom? What is Arkansas soft pine? For what may it be used? Also cypress, redwood, sequoia or northern cedar?

Under what conditions may a hydraulic ram be used? What is the cost of an air pressure water system or a private electric lighting plant, an acetylene light plant, a septic tank, and how do all work?

What do round silos cost? How does this compare with the cost of square ones? How large should a silo be for a dairy of twenty or forty cows? How are the modern plank truss barns built? What is a good style of barn door track and hanger? Is there any other roofing material better than shingles which can be had for about the same cost? What about painting yellow pine? Is white lead and oil the best paint for general use? What is the cost of storm sash for an ordinary window?

In tools: What do you know about a flooring clamp, a shingling or staging bracket? Shingle nailers? What is the best saw set? What does a good mitre box cost? A ratchet jack screw, a boring machine? How many sizes of auger bits are made and how large? What is a combination square? A Fox try and mitre square, a wrecking bar, half mortise butts, spring sash balance?

Perhaps you can answer all of these questions, but if so there are many other things that you will want to learn something about.

TAFT AND THE CLAYTON BILL

(By Joseph S. Myers, former Commissioner of Labor for Texas.)



ADDRESSING a large audience at the San Francisco Commercial Club in August last, former President Taft condemned the present leaders of union labor, expressed the hope that new ones would soon displace them, and said among other things, that: "Men like Gompers and others are lobbying for legislation which is discriminatory." It appears from press reports that the particular legislation referred to by Mr. Taft was the labor sections of the Clayton Anti-Trust Law; the labor provisions in the anti-trust section of the Sundry Civil Appropriation Act, and the Seaman's Act.

It should be borne in mind that while Mr. Taft was president he bitterly opposed and contributed largely to the defeat of these and other labor measures that were enacted into law by the pres-

ent administration, and that desperate efforts are being made to find issues for the campaign next year by various persons who want to return to public office.

The day after President Wilson signed the Clayton Anti Trust bill, with the labor provisions included, to quote an unbiased opinion of it, the New York World said editorially, under the caption: A Legislative Landmark:

"The Clayton bill, signed yesterday by the president, may not be the last word on the subject, but it ends for the time being, an agitation that has been in progress for years and it is a fulfilment of another emphatic party promise.

"To the extent that it relieves labor unions lawfully conducted from the pains and penalties of the Sherman Act, it is the most impressive legislative reversal of judicial decisions that has taken place in this country since the Dred Scott judgment was overturned by the civil war.

"In other respects as affecting the administration of the Anti-Trust Law, extending its scope and clarifying some of its meanings, it is quite notable. No ceremony attended the approval of this measure, and yet it is likely to be regarded hereafter as a landmark of justice and progress."

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President Wilson has expressed the following interpretation of the purpose and meaning of the Clayton Act as it applies to the workers:

"Incidentally, justice has been done the laborer. His labor is no longer to be treated as if it were merely an inanimate object of commerce disconnected from the fortunes and happiness of a living human being, to be dealt with as an object of sale and barter. But that, great as it is, is hardly more than the natural and inevitable corollary of the law whose object is individual freedom and initiative as against any kind of private dominations."

President Samuel Gompers, who for twenty-four years led the fight for this just measure, says: "The Clayton law gives bones and sinews to an academic ideal of freedom—it secures industrial freedom and makes the workers free in thought and in act."

Equally strong, and upon the same ground, is the argument for the labor provisions in the anti-trust section of

the Sundry Civil Appropriation Act. They provide that none of the funds appropriated in the measure for the purpose of prosecuting trusts—illegal combinations in restraint of trade—shall be used to prosecute labor organizations, or co-operative farmers' organizations. President Wilson has approved bills containing this exemption, and Mr. Taft, while president, vetoed the one presented to him. Presumably Mr. Taft could not see that there was a difference between a labor or farmers' organization and a combination in restraint of trade; that there was a difference between these organizations and a monopoly of the resources of human life, and that there was a difference between an organization for a lawful, natural purpose and an organization for an unlawful and a criminal purpose.

Regarding Criticism

(By E. H. Clark.)

Criticism sometimes is all right, and becomes a welcome necessity. When it is offered by someone who knows better than you, and does better than the one he attempts to criticise, then it becomes helpful. Of course it should be offered in a friendly, courteous and humane manner, and, advisedly, to one you are acquainted with; never to a stranger, unless solicited.

If you ever offer advice or extend a criticism be sure you know what you are talking about. You will, as a rule, find that the carping critic is well set in his habit and upon investigation, will probably discover that he performs his work in a perfunctory manner. It's all right to make mistakes (but don't get the "habit"); we all do, but the imperative rule is—do not repeat the same blunder!

It shows a congenial, earnest working spirit when in doubt in regard to a piece of work, to ask someone who knows. You will find some workmen who have a different way of doing things, wholly foreign to your own idea or custom; do not criticise them—their way may be

better than yours. Always cultivate a receptive, open and willing disposition to learn something that will be to your advantage. Above all, be liberal-minded toward your fellow workmen. We are all of the same family, and we must learn from others, else how could the world and its business advance?

Exercise a kindly and patient spirit toward those who are working under you. Be sparing of sharp criticism for any little mistakes they may make. You will get along better and be liked better if you study humanity instead of striving merely to be "boss."

The fault-finding faculties of some people are ever on the alert. Nothing causes discord among workmen so quickly and easily as this dominant characteristic of the chronic growler. There are thousands of things far better to cultivate in this world, and things that are decidedly more worth while than the pernicious habit of cold, carping, stinging criticism. Seek to establish permanently in your own heart a humane feeling for the other fellow. When you give instruction make it a rule to be polite and even tempered and there will be less trouble between employer and employee.

His Monthly Nightmare

(By J. G. Nantz.)

*I dreamed a dream the other night
When everything was still;
I surely got an awful fright,
It nearly made me ill.
My months' report stood by my side,
And, with a leering grin,
It opened up its mouth so wide,
That I could read within.
Clearances I had written,
Months and months before,
Were mixed with old arrearages,
And suspended one's galore;
There were names without their ages,
Spaces without a name,
Double deductions on all pages
And I was the one to blame.
There were letters from the G. O.
Saying "Your last report was wrong,"
And "You've failed to include so and so,"
"To what local does Jones belong?"
There were circular letters "number six,"
Enough to make one sore;
"Your report this month started
With less than the month before."
Application blanks lay all around,
They looked at me and grinned;
Signatures could not be found
I was the one who sinned.
And while these visions taunted me,
I wakened in despair:
To find I still was seated
In the Secretary's chair;
With my ledger open before me,
And my monthly report O. K.;
So I hurried up and locked the hall,
And mailed it right away.*

Editorial



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The General Secretary's Report

The report of General Secretary Duffy for the year ending June 30, 1915, which has been forwarded to the various locals, is notable for the fact that since 1914 the actual membership of the organization has crossed the quarter of a million mark, the total number of members at the close of the fiscal year being 251,512. The number of members over three and under six months in arrears, however, are exceptionally heavy, being listed as 52,918.

The report shows eighteen State and two Provincial Councils in the United States and Canada, 134 District Councils and 1,903 local unions. The number of unions and membership in each state is also given, New York and Illinois leading, the former with 216 locals and a membership of 30,729, and the latter with 178 locals and a membership of 28,376.

Referring to the subject of trade movements, the General Secretary com-

ments upon the fact that during the year less than the average number of trade movements were entered upon only 73 applications for official sanction having been received, which is about one-half of the applications filed with the G. E. B. when trade conditions are normal. Of the number received, says the report, "sixty-nine received official sanction; sanction was denied in the remaining four cases, for the following reasons: One local union was organized one year, another did not comply with the law by giving the General Office sixty days' notice, another on account of lack of organization and another on account of poor trade conditions. In view of the general unrest existing during the year just passed, our local unions and District Councils are to be commended on their good judgment in not entering into trade movements, which, in many cases, might have resulted in long drawn out and disastrous strikes.

"Practically all of the trade movements above referred to were successful, though in some cases it was necessary for our men to go on strike. The hardest fight of the year was in the city of Chicago, where our men finally succeeded in obtaining a five cent increase in wages and a three-year agreement after a bitter struggle lasting three months. In the city of Boston, our District Council succeeded in signing up a two-year agreement with the employers, carrying with it a provision for the five-day week during the summer months in 1916."

There is also much information, financial and otherwise, in the report dealing with the progress made by the organization in the past year.

* * *

The Vocational Education Report

An ambitious and far-seeing plan for a general educational policy which will make possible the continuous development of both adults and minors in in-

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dustry who are over fourteen years of age is set forth in the Industrial Relations Commission's report on vocational education which is signed by Commissioners John B. Lennon, James O'Connell, A. B. Garretson, S. Thurston Ballard and Frank P. Walsh. These members take the stand that our entire educational system is inadequate to cope with modern conditions and contend that there is a pressing need for a general educational policy which will provide for those who, because of economic pressure, must enter industry between the ages of 14 and 16 years, thus placing them on an equal footing with the children of well-to-do parents who are continued at school through the several years of high school work. The latter, it is pointed out, are fitted for business and professional life at public expense and therefore similar opportunities should be provided less fortunate children so that they may equip themselves for industrial pursuits. Vocational education, on account of the great changes in industrial production must take the place of the apprenticeship system, the commissioners state, and add that on the solving of the problem will depend the solution for much of the social unrest of our day.

The attitude of the labor movement on the subject of vocational training is reflected to a remarkable extent in the findings of the commissioners. Thus, for instance, the limitations of the private trade school are correctly observed and their weakness correctly diagnosed in "that they are operated generally in the interest of employers and do not give the most important element of education, namely, the interest of the workers themselves, the consideration it deserves." In this connection it is insisted that vocational training is a public and not a private function and can be secured only through and in connection with our public schools.

The establishment of vocational schools for all children in school over 14 years of age is urged and also provision for compulsory continuation day-time schools on the time and at the ex-

pense of employers and voluntary night schools for both academic and vocational training for boys and girls who are at work and for adults who desire further knowledge which may be of use in their vocations. Touching on this the report says:

"We believe it to be assured that if all our schools will extend practical vocational teaching to cover instruction after 14 years of age, a very large number of pupils will remain at school until the age of 16 or even later, if the school is providing for their future usefulness and success as well as or better than can be done in the factory. This is the most important element in the consideration of the subject of industrial training. Keep the children at school as long as possible, extending their vocational knowledge, widening their academic training, teaching them not only their rights but their duties as citizens of our republic, stirring their ambition for a life worth living, and making of them dear men and women rather than cheap."

The importance of adequate supervision of such schools is not overlooked and a plan of management is suggested which would give to the workers and employers in each community, in the state and in the nation, a voice in their entire control in conjunction with the regular boards of school officials.

It is recommended that the committee in control should consist of an equal number of members representing organized labor, organized employers, and the regularly constituted school authorities, a majority of whom would be required to finally determine practices and methods. Every vocational teacher should be a practical man or woman from the trades or occupations taught; and the product, if any, of such schools, should not be sold on the market in competition with regular industry. Ample opportunity exists for the use of any possible product of the vocational schools by the city, county or state.

It is also added that the public schools, whether academic or vocational, should be entirely neutral as to unions

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and their control, and exactly the same should be true as to the exercise of any control for class interests by employers or employers' organizations.

The commissioners also approve of the general recommendations of the special commission on National Aid to Vocational Education and urge the passage of a law by Congress with that end in view:

"It is recommended that Congress authorize by the law the creation of a Federal Board to administer funds appropriated by Congress to the several states for vocational education, the Board to consist of three members, one educator, one representative of organized labor, and one representative of organizations of employers, to be appointed by the President with the consent of the senate, to serve for a term of six years, the first appointments to be for two, four and six years; with salaries of \$8,000 each per annum; the Federal Board so constituted to establish rules and standards for expenditure of government funds awarded to the several states."

The Federal Board shall require of each state asking for government funds the adoption of the following standards before any awards can be made or funds be appropriated by the board:

1. Compulsory daytime continuation schools for all children in industry between the ages of 14 and 18 years, for not less than five hours per week at the expense of their employers.

2. Night schools for all persons over 18 years of age who are desirous of further educational opportunities either cultural or vocational.

3. Standards of efficiency for teachers.

4. Joint state control in administration of vocational education by public school authorities, organized labor, and organized employers, with equal representation.

5. The Federal Board to establish some model schools for industrial training in agriculture and vocations, as examples to the several states.

Another sensible feature of the report

lies in the recommendation that in the selection of teachers to impart trade education, that only practical workmen shall be used, adequate care being given to character, craftsmanship and cultural education; opportunity also to be extended for the proper education and development of such teachers.

We trust that when the reports of the Industrial Relations Commission are presented to Congress that proper attention will be paid to the important recommendations contained in this one. The adoption of them, we feel sure, would open the door of opportunity to millions and would be of untold value in furthering the social welfare and progress of all the people.

* * *

Helping the Unemployed

A rather novel experiment directed toward relieving the stress of unemployment was tried out in New York last winter by a committee composed of the First Free Synagogue of that city which took the original thought practical form of supplying the jobless with a loan to tide them over the unemployment period. The chairman of the committee was Rabbi Stephen S. Wise and the plan was hit upon after two other plans had been discussed. The first one, which provided for the establishment of a workshop which would give employment, was dismissed on the grounds that too large a proportion of the sum to be collected would have to be spent for machinery and raw material. The second provided for the renting and operation of a contractor's shop and was abandoned for the same reason.

The loan plan appealed to the committee because it seemed the most practicable as the entire amount subscribed would go to those in need. A fund of \$5,800 was therefore raised in sums ranging from \$1 to \$250 and the total amount placed in the hands of a committee on unemployment. Loans were limited to those upon whom families were dependent and to those whose names were not found upon the books of the charity organizations. In this way many were reached who were slip-

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ping down to dependency and by timely help saved from becoming a charge upon the community. Each application for a loan was thoroughly investigated and loans to the number of 362 were granted, for which notes were signed to 106 applicants or families.

According to Dr. Goldstein and Rabbi Fichman, who gave an account of the experiment in a recent issue of *The Survey*, the loans did not measure either the need discovered or the service given. In almost every case employment had led to under-nourishment, sickness, breakdown and discouragement. A large percentage of the wage earners had been out of work from three to six months. In many instances everything of value in the house had been pawned or sold. Some homes were found to be absolutely barren and fireless in the midst of winter, and yet these families did not of themselves apply for assistance, their plight being discovered through an outside agency or the serving of an eviction notice.

The average rent paid by these families was found to be \$13.50 per month for a flat of from three to four rooms. In six families there was only one child; in nine, two children; in seventeen, four children, and in twenty-one, five children. The records showed that thirty-one families asked for only one loan, twenty-two for two loans, sixteen for three loans, sixty-nine out of the 106 did not require anything more than very temporary help and the average loan did not exceed thirty dollars.

The investigators affirmed that there are thousands in New York City who are constantly on the verge of dependency, so much so that the margin between self-support and poverty is exceedingly narrow—in money it is often measured between \$25 or \$30. Thus they feel that the committee's experiment justifies the practicability of a loan fund as one way in which to save to these people their self-respect in an unemployment crisis. In the middle of the month of April, sixteen out of the 106 applicants were found to be working on part time and

fifty-two working steadily and once more independent and out of need.

Of course, such an experiment can be considered as nothing more than a reliever measure of limited proportions, but it outlines one of the possibilities that lie in directions not usually thought of when dealing with the problem of unemployment. Such a measure of relief on a large scale, either directly or in the form of unemployment insurance, would go far toward mitigating the hardships of industrial depression and would be the means of assisting many worthy wage earners who have fallen upon hard times and who would endure much suffering rather than approach the usual founts of "organized charity."

* * *

A New Label Promoting Plan

While it would be a gross calumny to say that all the efforts expended to popularize and spread the union label have been a failure, nevertheless we can hardly say that its success in the last decade has been commensurate with the growing power and influence of the American Federation of Labor. Every trade unionist, it may be said, it at heart a label booster—but in practice? Well, the quest of label products in the average department store or mercantile establishment is not always conducive to a happy frame of mind; sometimes it is downright disheartening. And even when the label does not prove elusive, oftentimes the question of price is apt to cause a little irritation, or there may be a feeling that one's freedom of purchase is being unduly restricted. This, of course, does not refer to the well organized trades and their union label material which can be insisted upon and obtained with dispatch, but chiefly to needed merchandise of a personal or family nature, notably wearing apparel and so forth.

The weakness we are hinting at, it seems to us, is due in great measure to our own failure to seriously turn our thoughts toward regulating or standardizing the countless saleable union label products on the market. Our methods

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in the past have been purely subjective. It would indeed seem that we appeal too much to the sentimental side of the individual unionist on the score of loyalty and duty, but not enough to the hard-headed bargaining side of him. It is true, of course, that neighborhood and co-operative stores have been started in various parts of the country to sell union made products and have met with varying success, but these have been largely of local significance and conditioned by circumstances peculiar to their own immediate development. What seems to be needed to galvanize the potential label possibilities of trade unionists into effectual action is the development of some plan of national scope which will at once appeal to sentiment and loyalty on one hand and hard-headed business sense on the other.

In a former issue we referred to a plan sponsored by John A. Dyche, the former general secretary-treasurer of the Ladies' Garment Workers' Union, looking toward the institution of a mail order concern to be known as the Standard Union Merchandise Association, Inc., which will sell union made goods direct to purchasers throughout the country at a cheaper price than can the ordinary retailer. In the development of Brother Dyche's plan we believe we see a great opportunity for strengthening and broadening the union label propaganda.

The underlying idea differs from many pretentious label boosting schemes in that no shares of stock are required to be bought in the undertaking; the plan is self-supporting, and proposes to be a money saver to the purchaser from the first order he places with it. Its founder contemplates starting on a limited scale with a few union made products and because of his experience in the ladies' garment industry he has chosen women's apparel as the first articles for his union label mail order house. For the fall and winter, however, there will be furs and rain coats for men and women and, next year, hats, shoes and other merchandise may be added to the list.

At present, according to Mr. Dyche, there are very few articles on which the use of the union label can be made a means of reducing the cost to the consumer, but a start can be made and once it has been proven to the laboring people that the label can be used as a means of lowering the cost of commodities the foundation will be laid for a union and manufacturing trading movement which can outdistance the work of the Roachdale Co-operative pioneers in England. The purpose of the plan is to organize the purchasing power of the local unions and label bodies throughout the country and concentrate all efforts on a few articles, the production of which is more or less unionized and where there is competition among union employers. Goods will be bought in large quantities and spot cash paid and the local organization will be used as a means of distribution.

Mr. Dyche has noted the rapid rise and great expansion of the mail order business throughout the country in recent years and has become convinced that its application to union products through a union mail order house will solve the label problem. With regard to securing a "mailing list" which is a very heavy item in the expense of the ordinary mail order house, the cost of advertising and printing adding from 25 to 35 per cent to the cost of each article sold, it is felt that a union mailing list could be secured with ease and at a minimum cost by enlisting the interest and co-operation of the various unions, local bodies and union people generally throughout the country. Such a plan it is believed, would give the consumer goods considerably less in price than even the mail order houses are able to do. Each local body could furnish a mailing list for the union catalog and label promoters could become collectors of names and addresses for such a concern, publicity being obtained through the labor press.

Brother Dyche's plan has much to commend it and it is a practical and noteworthy attempt to meet modern conditions and boost the union label by con-

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centrating the purchasing power of the labor movement. Much will depend on the attitude of the local bodies throughout the country and the support they give it. We shall follow the development of this plan with interest.

* * *

The Oregon Minimum Wage Law

A recent bulletin issued by the United States Bureau of Labor Statistics—number 176, to be precise—dealing with the effect of minimum wage rulings in the state of Oregon will, we are sure, prove discouraging reading for Mr. Rome G. Brown and others like him who have predicted the failure of legislation of this character. The bulletin presents the result of an investigation made into the working of the Oregon law by investigators sent out jointly by the Bureau of Labor and the Industrial Relations Commission and it is remarkable for the fact that it helps to refute many of the standard objections originally advanced even by well meaning opponents of minimum wage legislation.

The minimum wage law in that state, it will be remembered, was passed in 1913 and made unlawful the employment of experienced women workers at a wage insufficient to meet the cost of living and maintain them in health. To this end an industrial welfare board was created, composed of three members, appointees of the Governor, representing employers, employees and the general public. The commission, in turn, was given the power to appoint wage boards consisting of nine persons, representing equally employers, employees and the public, and these boards returned recommendations varying from \$8.25 a week for the smaller cities of the state to \$9.25 per week for mercantile establishments and offices in Portland. These recommendations were subsequently made mandatory by the commission after a series of public hearings and became the legal minimum wage of women workers of more than one year's experience.

This report, which was compiled by Marie L. Obenauer and Bertha von der

Nienburg, deals with the effects of this ruling of the Minimum Wage Commission as disclosed by a study of department, dry goods, 5 and 10 cent, specialty and neighborhood stores for the two spring months of March and April, 1913, and the same two months in 1914, and shows that the wage determinations instead of having a bad effect on the wages of women in general, as some people predicted, were in reality beneficial.

No falling off in the number of women employed was found nor was there a tendency to supplant women by men. The effect on the wage rate of experienced women in a survey of six of the Portland department stores was especially striking, for it showed the number receiving \$9.25 a week had increased 130 per cent while the average individual weekly earnings of all employees showed an increase of ten per cent. The commonest argument leveled against minimum wage legislation for women which is that the minimum wage determined would tend to become the maximum is refuted by the report of the investigators, for it is shown that wherever the rates of pay of old employees have been changed since the rulings, the employees have benefited. Attention is also drawn to the fact that a larger proportion of women workers received more than \$12 per week since the law went into effect than before.

As regards how women fared who received more than \$9.25 before the wage determinations became effective, the report says: "As a group they constitute a larger proportion of the total number of women in 1914 than in 1913, and an examination of the rates received reveals that not only the proportion, but the actual number getting over \$9.25, but under \$12 increased after the wage determinations despite the decrease in the total force of women (due to the financial depression.) The proportion of the total forces getting \$12 and over also increased.

The fact that a country-wide slump in business existed during 1914 when this survey was taken renders the findings of the investigators all the more

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remarkable. Furthermore, about the time the wage rulings went into effect several important causes were at work which would, except for the wage law, have caused a decrease in the weekly earnings of women employees. Rulings accompanied the wage determinations, reducing the daily hours of labor from ten to eight and one-third and prohibiting the employment of women in stores after six o'clock. It must be taken into account that the financial depression caused a falling off in the business of the stores of 12 per cent, which, as the investigators point out, would under ordinary conditions have been followed by a reduction in wages, whereas on the contrary the average weekly earnings increased 10 per cent for the total number of women employed in 1914 as against 1913.

The report makes it plain, however, that the time is not yet ripe for a comprehensive study of the effect of minimum wage determinations other than to show tendencies which may help in the framing of similar legal enactments elsewhere. Among the difficulties encountered in the progress of the investigation the business depression of 1914, which we have already mentioned, is cited and emphases are also laid on the fact that defective or entire lack of records limited the study to approximately three-fourths of the stores of the classes covered. Notwithstanding these difficulties and complications the report is likely to prove of great value to all who are interested in the welfare of women wage earners under the operation of minimum wage legislation.

* * *

The state board of administration, controlling 21 charitable institutions and 3,500 employes in the state of Illinois, has accepted the theory of equal pay for equal work, regardless of sex, with the result that women state employes are now receiving the same pay as men. The new rule became effective September 1. This is what the labor movement has been advocating for years. The fact that the women of the state are

now voters probably had much to do with prompting the board's action.

* * *

The responsibility for the great strike in Colorado in 1913 and 1914, and for the disorders and suffering which followed is attributed to the coal operators and the Rockefeller regime, in a report to the Industrial Commission made by its special investigator, George P. West. The report indicts the Colorado Fuel and Iron Company as being the instigator in formulating strike policies. It covers the situation in full and presents the machinations of the Colorado coal barons and the Rockefeller overlords in their true light.

* * *

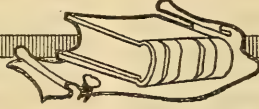
Surgeon-General William C. Gorgas of the U. S. Army, who was in charge of the sanitation problem in the Panama Canal zone, expresses the conviction that the most effective method of dealing with the bad social conditions which are a menace to the public welfare, is to raise the wages of the workers. This level-headed official who has had more than ordinary opportunities to observe the effect of good wages knows what he is talking about and his words carry weight.

Strongest of All Armaments

A writer in the current issue of "American Industries," the organ of the National Association of Manufacturers, defines unionism as "the strongest and cheapest of all armaments." The wage earners of the nation can corroborate this testimony, adding that they have used the said armament for almost half a century with unvarying success, are thoroughly satisfied with it, and could not think of being without it.

Every union man has a duty to perform as a citizen. Our unions are not machines to obtain greater compensation exclusively. They aim to teach honorable citizenship; to select good men for public office, and to co-operate with them for the good of the community.

Official Information



**GENERAL OFFICERS
OF
THE UNITED BROTHERHOOD
OF
CARPENTERS AND JOINERS
OF AMERICA**

General Office,
Carpenters' Building, Indianapolis, Ind.

General President,
JAMES KIRBY, Carpenters' Building, Indianapolis.

First Vice-President,
W. L. HUTCHESON, Carpenters' Building, Indianapolis.

Second Vice-President,
JOHN T. COSGROVE, Carpenters' Building, Indianapolis.

General Secretary,
FRANK DUFFY, Carpenters' Building, Indianapolis.

General Treasurer,
THOMAS NEALE, Carpenters' Building, Indianapolis.

General Executive Board,
First District, T. M. GUERIN, 290 Second Ave., Troy, N. Y.

Second District, D. A. POST, 416 S. Main St., Wilkes-Barre, Pa.

Third District, JOHN H. POTTS, 646 Mellish Ave., Cincinnati, O.

Fourth District, JAMES P. OGLETREE, 278 Keel St., Memphis, Tenn.

Fifth District, HARRY BLACKMORE, 4223 N. Market St., St. Louis, Mo.

Sixth District, W. A. COLE, 129 Henry St., San Francisco, Cal.

Seventh District, ARTHUR MARTEL, 1399 St. Denis, Montreal, Que., Can.

JAMES KIRBY, Chairman.

FRANK DUFFY, Secretary.

**Jurisdictional Claims of the United
Brotherhood of Carpenters and
Joiners of America**

The jurisdiction and classification of work claimed by the United Brotherhood of Carpenters and Joiners of America have been compiled by the General Executive Board and are for the guidance of organizers, business agents and officers of Local Unions, all of whom are expected to see that the work specified is erected or manufactured by members of the United Brotherhood of Carpenters and Joiners of America.

Jurisdiction

The jurisdiction of the United Brotherhood of Carpenters and Joiners of America shall include all branches of the carpenter and joiner trade. In it shall be vested the power to establish and charter subordinate Local and Auxiliary Unions, District, State and Provincial Councils in all branches of the trade, and all other skilled employes working at the industry, and its mandates must be observed and obeyed at all times.

The right is reserved to the United Brotherhood to regulate and determine all matters pertaining to fellowship in its various branches and kindred trades.

To subordinate Local or Auxiliary Unions, District, State and Provincial Councils the right is conceded to make all necessary laws for Locals and District, State and Provincial Councils which do not conflict with the laws of the international body.

In cases where local central bodies are formed, Local or Auxiliary Unions, District, State and Provincial Councils shall have power to enforce the laws of such bodies, provided such laws do not conflict with the laws of the United Brotherhood of Carpenters and Joiners of America.

The right is reserved to establish

All correspondence for the General Executive Board must be sent to the General Secretary.

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jurisdiction over any Local or Auxiliary Unions, District, State or Provincial Councils whose affairs are conducted in such a manner as to be a menace to the welfare of the international body.

The United Brotherhood shall enact and enforce laws for its government and that of subordinate Locals and Auxiliary Unions and District, State and Provincial Councils and members thereof.

Trade Autonomy

The trade autonomy of the United Brotherhood of Carpenters and Joiners of America consists of the milling, manufacturing, fashioning, joining, assembling, erecting, fastening or dismantling of all material of wood, hollow metal or fibre, or of material composed in part of wood, hollow metal or fibre, and the erecting and dismantling of all machinery, where the skill, knowledge and training of a carpenter are required, either through the operation of machine or hand tools.

Our claim of jurisdiction, therefore, extends over the following divisions and sub-divisions of the trade:

Carpenters and Joiners;

Ship Carpenters, Joiners and Caulkers;

Shipwrights and Boat Builders;

Railroad Carpenters;

Bridge, Dock and Wharf Carpenters;

Stair Builders;

Floor Layers;

Cabinet Makers;

Bench Hands;

Furniture Workers;

Millwrights;

Car Builders;

Box Makers;

Reed and Rattan Workers.

And all those engaged in the running of wood-working machinery.

When the term "carpenter and joiner" is used, it shall mean all the subdivisions of the trade as herein specified.

Words and Phrases Defined

Throughout this claim of jurisdiction and trade autonomy the following words and phrases as used therein shall

be considered to have the following meanings respectively, unless the context shall clearly indicate a different meaning in the connection as used:

The term "carpenter" and the term "joiner" are synonymous, and in either case shall mean one who puts together roofs, partitions, floors and other structural parts of buildings, the building and setting of all forms and centers made of wood, the putting up of all kinds of wood and metal mouldings, putting up run-strips for plumbers, cutting for pipes where such pipes pass through floors, joists or partitions composed in whole or in part of wood.

The setting of all wood work in toilet and bath rooms; fastening on of all wooden cleats to iron work or on other material; cutting and hanging all rough or other lumber between iron girders and joists for fireproofing or concrete centers; making and setting all forms used in concrete work; setting of all floor strips or screeds for fireproofing floors; setting and hanging of all sash, doors, inside and outside blinds, windows and other frames; putting on all plaster and Compo-board, made of wood pulp, Burkett sheathing and Mastic board, where saws and carpenters' tools are used, (Note: Plaster board, substituting lath, composed of plaster of paris, shavings, rope, fibre and straws, where saws or other carpenters' tools are not used in fitting and erecting is not claimed by us.)

Putting on all furring, making and fastening of wood brackets for metal ceilings and side walls; erecting of all wood furring for cornices, and putting on all grounds for plaster or cement finish.

The building of all scaffolding and staging where carpenters' tools are used; the building and constructing of all derricks made of wood; the making of mortar boards, boxes and trestles; putting in needle uprights; all shoring of buildings, razing and moving building, etc.

Cutting and nailing of all wooden stops in doors and windows; framing of all false work, derricks and hoists, travelers and all lumber or other fibrous

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material used by the carpenter contractors; putting on of all hardware; putting up interior and exterior trim or finish, such as doors, sash jambs, bucks (wood or metal covered, where wood stays or wedges are used), casing, moulding, chair rails, wood mantels, base or mop boards, wainscoting, china closets, wardrobes, etc., plain and ornamental flooring, cork flooring and insulating, building and erecting stairs, store, office, bank and other fixtures, shelving, racks, etc., whether of wood or other material, covered with kalamein or hollow metal; making and fitting of fly and other screens; putting on weather strips.

The assembling and setting of all seats in theaters, halls, churches, schools, banks and other buildings, where fastened to wood floors or into wood plugs; making forms for concrete blocks, figures, posts, rails and balusters; fitting and fastening of staff or compo-work where screws or nails are used; nailing on wood and metal corner beads; erecting mortar and brick hoists and concrete distributors used in erecting buildings or fireproofing floors, or for pouring concrete buildings, building and repairing coal pockets, breakers, washers, tipples; setting of wood forms for sidewalk lights; putting up strips to carry concealed wiring; setting of all templets.

The term **"ship carpenter, joiner and caulker"** shall mean the ship carpenter, joiner, caulker, shipwright and boat builder on any and all boats of all descriptions, and the building and repairing of same.

The term **"railroad carpenter"** shall mean the carpenter work, joining or any of its sub-divisions when said journeymen are employed direct by railroad corporations in building and repairing property of the railroad along the lines of the railroad proper, but will not apply to office and other buildings of corporation situated away from the operating line of the road.

The term **"bridge, dock and pier carpenters"** shall include and mean the building and repairing of all wooden bridges, all new and old work on docks

and piers to the inshore line of bulkhead, from the backing log down, including the decking and forms for same, all piling, cofferdam work, caisson work where piles are driven or caissons sunk. They shall make and set all concrete forms, from cellar bottom and column base in cellar bottom down; elevated trestle and shoring work, including ties and guard rails.

The term **"stair builder"** shall cover the cutting, assembling and erecting of rough stair carriages and platform for same; the laying out, manufacturing, either by hand or machine, all croaks, easements, etc., newel posts, strings, steps, risers, wainscoting or panel work for stairs; the making of moulding, etc., for stairs; the erecting of the stairs complete, including the furring, both of sides and underneath same; working and erecting of all hand rails and balusters.

The term **"floor layers and finishers"** shall cover the laying, scraping and sand papering—either by hand or machine—of all hardwood or cork floors.

The term **"cabinet maker"** shall mean the making and assembling in shop, mill or factory of household, store, office, theater, hall, church, school and bank furniture, making of bar, store, office, theater, hall, church, school and bank fixtures, mantle pieces, cabinets, dressers, wardrobes, china closets, butler's pantries, etc., making of pool, billard and other tables and desks, panel work, partitions and other ornamental wood work; interior cabs for elevators, ice-boxes and refrigerators, butcher fixtures, show and wall cases.

The term **"bench hand"** shall mean joinery or cabinet making in shop, mill or factory, including the assembling or putting together the work after same is machine worked or work and material by hand on the floor or bench in shop, mill or factory.

The term **"millwright"** shall mean the unloading, hoisting, dismantling, erecting, assembling, lining and adjusting of all machines used in the transmission of power in buildings, factories or elsewhere, be that power steam, electric, gas, gasoline, water or air.

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Setting of all classes of engines, motors, dynamos, generators, air compressors, putting all pulleys, sheaves and flywheels on same, making and setting of all templets for all machinery requiring foundations and bolts.

All coal handling machinery and drives, crushers, conveyers, drags, whether the frames be steel or wood, with all necessary framing and drilling, making all wood boxes and guides, all patent stokers and automatic feeding devices, ash handling machinery, either elevating or conveying.

Stone crushing and gravel washing plants, crushers, screens, revolving or eccentric, rolls, pan conveyor, and ship hoists, conveyors, belt or screw, whether boxes be steel, iron or wood; the assembling of all travelers or cranes for handling machinery or its products where no rivets are used in assembling same.

Framing and setting of all bridge-trees, either wood or steel, where they are no part of building or structure; all foundations, beams or timbers used for the reception of machinery, drilling all necessary holes for the same, whether foundations be wood or steel, stone, concrete or other material, and all holes for beamings and machinery to be drilled by millwrights in wood, steel or other materials, whether ratchet or power drills be used.

All grain handling appliances, cleaners, clippers, needle machines, car pullers, grain shovels, the manufacture and erection of all wood legs, spouts and conveyor boxes, and the erection of all steel or cast iron legs, heads or boots and conveyor boxes, framing and erecting of all marine legs and ship shovels, framing of all scale timbers and wood hoppers and garners. Setting all scales, track, hopper or automatic, all boot tanks or receiving hoppers and devices used for elevator legs, when not of electrical appliance, all dust collectors and necessary spouting to same, lagging all pulleys and bleaching devices of all kinds. All bin valves, turnheads and indicators, all necessary shafting and bearings and supports, all drives, rope

belt, chain or rawhides; all splicing and gluing of same; all pulleys, cable, sprockets and gearing, cutting all key-seats in new or old work done in the field.

All osculator stairs, amusement devices of all kinds, framing and erecting of all derricks and pile drivers, all bridge machinery, all fans and pumps, either steam or centrifugal, all dryers and necessary appliances for same; all barrel and package devices, either elevating or conveying; all presses, hydraulic or other powers; filling all gears done in the field, all concrete mixers, and other temporary appliances used in the construction of buildings.

All direct and connected machines or any powers, hog hoists and meat handling appliances of all kinds, installing machinery in all classes of plants or mills, flour, cereal, spice, cotton, wool, twine, paper, steel, saw, cement, planing, powder and paint mills. Machine and wood-working shops or factories, jewelry and power houses, sugar refineries, starch houses, bakeries, fertilizing plants, breweries and malt houses, shoe factories, all ice plants and equipments, glue and ice cream factories where shafting and machinery are used manufacturing and transmitting power.

Finally, all work pertaining to machinery used for manufacturing purposes or amusement devices, which with the evolution of time and this craft, will come under this jurisdiction claim.

The term "**car builder**" shall mean the building and repairing of all wooden railroad and steet cars, and the interior finish and repairs on same of all cars used for passenger service, whether the finish be of wood or hollow metal.

The term "**box makers**" shall mean the making and repairing of all wooden boxes, and the sawing, re-sawing and cutting to size of all material for box making.

The term "**reed and rattan workers**" shall mean all machine and bench work in shop, mill or factory where reed or rattan is used in the construction of any article of furniture.

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The term "operators running wood-working machinery" shall cover all persons operating machinery that is used in the manufacturing of wood into merchant or size lumber; interior and exterior finish, or wooden articles or novelties, tools or parts of tool implements, agricultural or otherwise.

For further information, or in case of dispute with any other organization, do not stop work, but immediately wire or write to JAMES KIRBY, General President, Carpenters' Building, Indianapolis, Ind.

Notice to Recording Secretaries

The quarterly circular for the months of October, November and December, containing the quarterly password, has been forwarded to all local unions of the U. B. Accompanying it are six blanks for the financial secretary, three of which are to be used for the reports to the General Office for the months of October, November and December and the extra ones to be filled out in duplicate and kept on file for future reference. Inclosed in the circular are also six blanks for the treasurer, to be used in transmitting money to the General Office.

Recording secretaries not in receipt of the circular and accompanying matter by the time this Journal reaches them should immediately notify the General Secretary, Frank Duffy, Carpenters' building, Indianapolis, Ind.

Rejections

Adolor Levesque of Providence, R. I., an applicant for admission into L. U. 632 of that city, has been rejected three times.

Localities to Be Avoided.

Owing to the pending trade movements, building depression and other causes, carpenters are requested to stay away from the following places:

Abilene, Tex.	Arcadia, Fla.
Albany, N. Y.	Asheville, N. C.
Alton, Ill.	Asbland, Ky.
Amherst, N. S., Can.,	Athens Tex.

Atlanta, Ga.	El Paso, Tex.
Atlantic City, N. J.	Evansville, Ind.
Augusta, Ga.	Fargo, N. D.
Aurora, Ill.	Fond du Lac, Wis.
Austin, Tex.	Fort Hauchuca, Ariz.
Baltimore, Md.	Fort Lauderdale, Fla.
Barre, Vt.	Fort Myers, Fla.
Battle Creek, Mich.	Fort Smith, Ark.
Bay City, Tex.	Fort Wayne, Ind.
Beacon, N. Y.	Framingham, Mass.
Beaver Valley, Pa.	Fremont, Neb.
Belleville, Ill.	French Lick, Ind.
Berlin, Ont., Can.	Fresno, Cal.
Billings, Mont.	Fulton, N. Y.
Binghamton, N. Y.	Galesburg, Ill.
Birmingham, Ala.	Galveston, Tex.
Bisbee, Ariz.	Gardner, Mass.
Bismack, N. D.	Gary, Ind.
Blackwell, Okla.	Geneva, N. Y.
Bloomington, Ill.	Goldfield, Nev.
Boise, Idaho.	Grand Forks, N. D.
Boone, Ia.	Granite City, Ill.
Boston, Mass.	Great Falls, Mont.
Escanaba, Mich.	Greeley, Colo.
Brainerd, Minn.	Greenwich, Conn.
Brenham, Tex.	Halifax, N. S.
Brownwood, Tex.	Hamilton, O.
Buffalo N. Y.	Hammond, Ind.
Calgary, Can.	Hannibal, Mo.
Canton, O.	Hazleton, Pa.
Carneys Point, N. J.	Hillsboro, Tex.
Cedar Rapids, Ia.	Holyoke, Mass.
Central City, Ky.	Hot Springs, Ark.
Charleston, S. C.	Houston, Tex.
Charleston, W. Va.	Huntington, L. I., N. Y.
Charlotte, N. C.	Huntington, W. Va.
Chattanooga, Tenn.	Hutchinson, Kan.
Chicago, Ill.	Indianapolis, Ind.
Clarksville, Tenn.	Idaho Falls, Idaho.
Cleveland, O.	Iion, N. Y.
Clinton, Ia.	Ithaca, N. Y.
Cincinnati, O.	Jacksonville, Fla.
Columbia, S. C.	Jacksonville, Tex.
Columbus, O.	Jamestown, N. Y.
Concord, N. H.	Jasonville, Ind.
Concordia, Kan.	Jefferson City, Mo.
Conway, Ark.	Joliet, Ill.
Commerce, Tex.	Joplin, Mo.
Corpus Christi, Tex.	Kansas City, Mo.
Corsicana, Tex.	Kenosha, Wis.
Cullman, Ala.	Kincaid, Ill.
Danville, Ill.	Kissimmee, Fla.
Dayton, O.	Klamath Falls, Ore.
Decatur, Ill.	Kokomo, Ind.
Denison, Tex.	Laconia, N. H.
Detroit, Mich.	Lansing, Mich.
Dixon, Ill.	Lakeland, Fla.
Drumright, Okla.	Lakeworth, Fla.
Dubuque, Ia.	Leadville, Colo.
Duluth, Minn.	Lewiston, Idaho.
Eau Claire, Wis.	Lewiston, Mont.
E. Palestine, O.	Lexington, Ky.
Edmonton, Can.	Little Rock, Ark.
El Centro, Cal.	London, Ont., Can.
Electra, Tex.	Long Beach, Cal.
Elmira, N. Y.	Los Angeles, Cal.
E. St. Louis, Ill.	Louisville, Ky.

The Carpenter

Macon, Ga.
 Marietta, O.
 Marquette, Mich.
 Marshalltown, Ia.
 Maryville, Tenn.
 Mason City, Ia.
 Medicine Hat, Can.
 Medina, N. Y.
 Memphis, Tenn.
 Mendota, Ill.
 Miami, Ariz.
 Milwaukee, Wis.
 Minneapolis, Minn.
 Mobile, Ala.
 Montreal, Can.
 Morris, Ill.
 Mount Kisco, N. Y.
 Moose Jaw, Sask., Can.
 Mount Carmel, Ill.
 Mowbridge, S. D.
 Mount Vernon, N. Y.
 Newark, N. J.
 Newark, O.
 New Bedford, Mass.
 Seattle, Wash.
 Sellersville, Pa.
 Saskatoon, Sask., Can.
 Savannah, Ga.
 Scranton, Pa.
 Sioux City, Ia.
 Smithtown, L. I.
 Souderton, Pa.
 South Omaha, Neb.
 South Bend, Ind.
 Spokane, Wash.
 Springfield, Ill.
 Springfield, Mass.
 Springfield, O.
 Stamford, Conn.
 Steubenville, O.
 Superior, Wis.
 Syracuse, N. Y.
 Tacoma, Wash.
 Tampa, Fla.
 Teague, Tex.
 Temple, Tex.
 Terre Haute, Ind.
 Titusville, Fla.
 Toronto, Can.
 Trenton, N. J.
 Newburgh, N. Y.
 New Castle, Pa.
 New Canaan, Conn.
 New Orleans, La.
 Newport News, Va.
 Newport, R. I.
 New York City.
 Niagara Falls, N. Y.
 Norfolk, Va.
 Northampton, Mass.
 North Bend, Ore.
 Norwalk, Conn.
 Norwood, O.
 Oakland, Cal.
 O'Fallon, Ill.
 Ogden, Utah.
 Oklahoma City, Okla.

Omaha, Neb.
 Orilla, Ont., Can.
 Ossining, N. Y.
 Oswego, N. Y.
 Ottawa, Can.
 Palestine, Tex.
 Paragould, Ark.
 Parkersburg, W. Va.
 Parsons, Kan.
 Passaic, N. J.
 Paterson, N. J.
 Pawtucket, R. I.
 Peekskill, N. Y.
 Peoria, Ill.
 Philadelphia, Pa.
 Phoenix, Ariz.
 Pittsburgh, Pa.
 Pittsfield, Mass.
 Palm Beach, Fla.
 Portland, Me.
 Portland, Ore.
 Pottsville, Pa.
 Poughkeepsie, N. Y.
 Pueblo, Colo.
 Quincy, Ill.
 Racine, Wis.
 Reno, Nev.
 Red Banks, N. J.
 Regina, Can.
 Richmond, Cal.
 Richmond, Va.
 Robstown, Tex.
 Roachdale, Tex.
 Rochester, N. Y.
 Rockford, Ill.
 Rock Springs, Wyo.
 Roundup, Mont.
 Saïem, Ore.
 San Antonio, Tex.
 San Diego, Cal.
 Salt Lake City, Utah.
 San Francisco, Cal.
 Schenectady, N. Y.
 Shreveport, La.
 Sioux City, Ia.
 St. Augustine, Fla.
 St. Catharines, Ont.
 St. Cloud, Minn.
 St. Joseph, Mo.
 St. Paul, Minn.
 St. Petersburg, Fla.
 St. Louis, Mo.
 Tri-Cities—Davenport,
 Ia.; Rock Island
 and Moline, Ill.
 Troy, N. Y.
 Uniontown, Pa.
 Urbana-Champaign, Ill.
 Vancouver, B. C.
 Victoria, Tex.
 Vincennes, Ind.
 Waco, Tex.
 Walla Walla, Wash.
 Washington, D. C.
 Waterbury, Conn.
 Watertown, N. Y.
 Watertown, S. D.

Wauchula, Fla.
 Welland Canal Zone.
 West Frankfort, Ill.
 West Palm Beach, Fla.
 White Plains, N. Y.
 Whitney, Tex.

Wichita Falls, Tex.
 Wilkes-Barre, Pa.
 Wilmington, Del.
 Winnipeg, Can.
 Worcester, Mass.
 Yonkers, N. Y.

A. F. of L. Convention Call

The convention call has been issued for the thirty-fifth annual convention of the American Federation of Labor, which will open at Eagle's Hall, San Francisco, Cal., beginning Monday morning, November 8, 1915. In calling the attention of all affiliated organizations to the importance of being properly represented at the forthcoming convention, President Gompers says that while it is unnecessary to enumerate the important subjects with which the San Francisco gathering will concern itself, every effort must be made to broaden the field and means must be found for the organization of the yet unorganized workers. The right to organize for common defense and advancement and for the exercise of normal and constitutional activities to protect and promote the rights and interests of the workers must also be asserted and safeguarded.

The effect of the European war on the workers of America and the entire civilized world is noted and it is pointed out that this year it will become one of the duties of the American labor movement to consider what action can be taken to bring about an early peace with the establishment and maintenance of justice, freedom and brotherhood the world over.

Credentials in duplicate are forwarded to all affiliated unions. The original credentials must be given to the delegate-elect and the duplicate forwarded to the American Federation of Labor office, 801-809 G Street, Northwest, Washington, D. C. The committee on credentials will meet at the headquarters of the American Federation of Labor six days previous to the opening of the convention and will report immediately upon the opening thereof at Philadelphia; hence Secretaries will observe the necessity of mailing the duplicate credentials of their respective delegates at the earliest possible moment to Washington.

The Carpenter

Approved Apprentice Indenture Form

The following Apprentice Indenture Form has been approved by referendum vote of the U. B., and copies of same can be obtained on application to the General Office:

Indenture Papers And Instructions for Apprentices of the United Brotherhood of Carpenters and Joiners of America

An apprentice shall serve a term of not less than four years at the carpenter trade; be indentured by his parent or guardian between the ages of seventeen (17) and twenty-two (22) years, and be given his papers as a full-fledged mechanic at the expiration of the apprenticeship period.

He shall be indentured with some good and reliable contractor.

He shall join the union immediately as an apprentice; remain in the semi-beneficial class until the expiration of his term of apprenticeship, when he shall be given his papers as a full-fledged mechanic. He shall then immediately be transferred to the full beneficial class, provided he has attained the age of twenty-one (21) years.

The local union or District Council shall look after the interests of the apprentice and see that he is given an opportunity to learn the carpenter trade. He shall report to his union, for investigation, any alleged work which is not covered by the carpenter trade and which he is required, by his employer, to do.

An apprentice once indentured cannot leave his employer and go to work for another, without the consent of the first employer and the local union or District Council.

Failure of apprentice to observe these instructions shall make him liable to charges for committing an offense discreditable to the United Brotherhood, and if found guilty he may be either reprimanded or expelled, as the local union or District Council shall decide.

It is the duty of the local union or District Council and employer to see that the apprentice is given a full opportunity to learn the carpenter trade, secure a good, rudimentary education, and also given all instructions, advice and assistance necessary to make him a qualified, capable, thorough and competent mechanic, to the end that he may be better able to return a full day's work for a full day's pay.

CITY

COUNTY

STATE

INDENTURE CERTIFICATE OF

Articles of Apprenticeship

TO WHOM IT MAY CONCERN:

This is to certify that.....
hereby agrees to employsteadily, or as work will warrant, for a
term ofyears, commencing on theday of19....,and to use all due
dispatch to teach him the carpenter trade in all branches of work for which I contract.

His wages for the first year shall be \$.....per week, for the second year \$..... per
week, for the third year \$.....per week, for the fourth year \$.....per week.

(Signed)
Employer.

....And in consideration of the foregoing covenants, I,parent (or
guardian) of saiddo hereby agree that said
shall serve as an apprentice for the term ofyears with.....
for the purpose of learning the carpenter trade, for the wages and under the conditions stated
in the first part of this agreement and indenture papers.

(Signed)
Parent (or Guardian.)

(Signed)
Apprentice.

WITNESSES:

.....

.....

Signed in the presence of the above parties and witnesses thisday of19....
The instructions herewith attached are made part of this agreement and indenture papers.

Claims Paid



CLAIMS PAID DURING AUGUST, 1915

Claim No.	Name of Deceased or Disabled	No. of Local Union	Length of Membership Yrs. Mos.	Cause of Death or Disability	Amount Paid
24772	Mrs. Margaret Hamilton ..	142	29 2	Gastric ulcer	\$ 75.00
24773	Frank Bocan	1	14 4	Asphyxiation	300.00
24774	Mrs. Tekla A. Seklen	1	4 3	Child birth	75.00
24775	Fred Hahn	1	9 1	Tuberculosis	148.60
24776	A. E. Krogstad (Bal.)	7	5 11	Fracture of skull	225.00
24777	Louis Fierberg, (Dis.)	43	10 8	Accidental injuries	400.00
24778	Andrew Oleson	80	22 11	Fracture of skull	300.00
24779	David La France	96	4 11	Heart disease	200.00
24780	Cornelius Lonergan	127	14 ..	Tuberculosis	300.00
24781	Chas. Gauthier	134	14 ..	Cirrhosis of liver	300.00
24782	John Borski	181	3 3	Pneumonia	200.00
24783	Wm. L. Peuster	189	17 6	Carcinoma	300.00
24784	A. D. Strobel	211	15 2	Tuberculosis	300.00
24785	Willis Binkley (Dis.)	322	6 ..	Accidental injuries	400.00
24786	Mrs. Minnie Rauch	355	6 7	Peritonitis	75.00
24787	Everett C. Ellison	416	2 10	Gunshot wound	200.00
24788	Thomas Nolan	486	15 5	Nephritis	300.00
24789	Edward J. McManus	575	15 2	Tuberculosis	300.00
24790	Geo. W. Siratt	891	12 ..	Intestinal sarcoma	300.00
24791	Mrs. Laura E. Slough	897	13 9	Heart clot	75.00
24792	Mrs. May C. LeChair	1292	1 9	Cancer	50.00
24793	Lewis R. Brand	1327	5 2	Mitral regurgitation	300.00
24794	John Salisbury	1513	9 ..	Tuberculosis	300.00
24795	W. J. Bell	1693	8 10	Pneumonia	300.00
24796	Chas. W. Phillips	1805	1 2	Fracture of skull	200.00
24797	Emil Telander	62	13 5	Tuberculosis	300.00
24798	Joseph C. McGowan	142	2 7	Nephritis	200.00
24799	Mrs. Isabella St. Peter	461	12 5	Pneumonia	75.00
24800	W. H. McSusan	483	14 6	Hemorrhage	300.00
24801	Mrs. Edna Stemple	495	4 3	Septicæmia	75.00
24802	Justus K. Raymond	746	24 4	Anemia	300.00
24803	Will Rawson	776	2 9	Organic heart disease	50.00
24804	Leonard Hallowell	882	10 2	Tuberculosis	125.00
24805	C. R. Mumaw	986	12 ..	Cancer	125.00
24806	A. B. Weaver	993	13 10	Rupture of aortic aneurism	300.00
24807	J. R. Mowry	1000	13 4	Apoplexy	125.00
24808	John Jensen	1074	2 10	Septicæmia	200.00
24809	Mrs. Amalie M. Axnas	1456	14 5	Tuberculosis	75.00
24810	Edward Blank	1670	1 9	Shock	200.00
24811	Mrs. Mary Paylowitz	1784	3 2	Cancer	75.00
24812	Mrs. Louise Wiemer	1784	2 11	Pulmonary embolism	50.00
24813	Mrs. Frances Straub	261	24 3	Pneumonia	75.00
24814	M. L. Oliver	334	3 3	Carcinoma	50.00
24815	Floyd M. Pickle	200	1 1	Railroad accident	200.00
24816	Rudolph Wolfram	166	9 10	Fracture cervical vertebrae	300.00
24817	G. F. Stoye	11	27 2	Septicæmia	300.00
24818	Mrs. Ella Johnson	62	23 3	Heart failure	75.00
24820	Henry W. Pitman	438	2 7	Accidental electrocution	200.00
24821	Hubard F. Doudt	905	10 ..	Apoplexy	300.00
24822	Barnet Goodman	954	10 ..	Bronchitis	300.00
24823	August Lerp	29	26 7	Cerebral hemorrhage	300.00
24824	Anthony Pansullo	43	5 1	Gangrenous appendicitis	300.00
24825	Mrs. Addie M. Potter	43	4 10	Nephritis	75.00
24826	John Riordan	48	26 8	Endocarditis	300.00
24827	Andrew Henry	65	8 1	Tuberculosis	300.00
24828	E. W. Moses (Dis.)	97	10 4	Accidental injuries	400.00
24829	Mrs. Cordelia D. Boucher	108	1 11	Tuberculosis	50.00
24830	John L. Roberts	322	5 2	General infection	300.00
24831	Mrs. Clarissa A. Hawkins	345	11 3	Peritonitis	75.00
24832	Mrs. Cornelia Monahan	635	1 11	Cancer	50.00
24833	Jefferson L. Nichols	1434	11 3	Accidental drowning	300.00
24834	George Bliss	1478	4 ..	Accidental injuries	50.00
24835	Henry A. Smith (Dis.)	1505	6 7	Accidental injuries	400.00
24836	Fred J. Kusch	1921	4 11	Endocarditis	200.00
24837	Gottbard Erickson	58	13 9	Hemorrhage	300.00
24838	Harold Erickson	58	3 10	Tuberculosis	200.00
24839	John Hardy	374	15 3	Fracture of skull	300.00
24840	Mrs. Christina McDonald	885	13 10	Cerebral hemorrhage	75.00
24841	Frank Abel, Sr.	1899	6 5	Heart disease	75.00
24842	James McAller	127	6 2	Endocarditis	75.00
24843	Willard R. Pickering	184	6 9	Carcinoma of stomach	300.00
24844	Mrs. Jacobine Brian	309	20 5	Myocarditis	75.00
24845	Beno Habach	309	13 11	Carcinoma	300.00
24846	Harry C. Miller	1252	4 ..	Hodgkins disease	200.00
24847	Thomas Ballard	26	12 11	Peritonitis	300.00

The Carpenter

CLAIMS PAID DURING AUGUST, 1915—Continued

Claim No.	Name of Deceased or Disabled	No. of Local Union	Length of Membership Yrs.	Length of Membership Mos.	Cause of Death or Disability	Amount Paid
24848	Henry W. Hailer	42	15	3	Mitral rejurgitation	200.00
24849	Mrs. Carrie A. Bleau	78	9	6	Cancer	75.00
24850	John Ward (Dis.)	224	20	..	Accidental injuries	400.00
24851	Phillip Divinsky	383	9	2	Stomach trouble	200.00
24852	Olaf A. Olson	471	9	2	Fall from building	200.00
24853	Mrs. Mary E. Lawson	947	4	7	Bright's disease	75.00
24854	Geo. Broome	948	3	4	Hemorrhage	50.00
24855	Mrs. Anna Thorsness	948	9	3	Tuberculosis	75.00
24856	Mrs. Savania Smith	975	5	11	Tuberculosis	75.00
24857	Otto Evenson	1367	7	10	Pyelonephritis	200.00
24858	Richard Newton	11	14	4	Myocarditis	125.00
24859	Louis G. Burger	42	14	2	Tuberculosis	200.00
24860	Alfred Anderson	43	10	8	Tuberculosis	300.00
24861	Wm. Gillis	48	31	3	Endocarditis	200.00
24862	Mrs. Helen C. Shaffer	110	16	2	Sarcoma of neck	75.00
24863	Henry Hinterholzner	309	18	..	Myocarditis	125.00
24864	John J. Cowan	326	13	10	Pulmonary phthisis	200.00
24865	Wm. Brodie	539	2	3	Pneumonia	50.00
24863	Mrs. Signe Pearson	720	6	8	Drowning	75.00
24867	Amos Bryenton (Dis.)	885	7	4	Accidental injuries	400.00
24868	Edward Parker	1456	16	9	Gangrene of leg	125.00
24869	Mrs. Martha E. Taylor	1496	8	10	Peritonitis	75.00
24870	F. B. Russell	1605	12	2	Diabetis	125.00
24871	W. Cockingham	1	9	3	Killed by N. W. train	300.00
24872	Walter Veyhle	42	7	8	Tuberculosis	300.00
24873	I. N. Burke	115	16	10	Pneumonia	200.00
24874	Mrs. Caroline Sautee	129	10	7	Convulsions	75.00
24875	Benj. F. Butler	927	13	19	Hemorrhage	125.00
24876	Soante Wernhoff	1105	6	5	Tuberculosis	75.00
24877	Mrs. Barbra Moeller	1	9	..	Cancer	75.00
24878	Winifield S. Gordon (Dis.)	22	10	8	Accidental injuries	400.00
24879	James G. Webster	55	25	4	Cerebral hemorrhage	300.00
24880	Mrs. Sophie Nielsen	77	9	3	Nephritis	75.00
24881	Thomas Campbell	122	..	11	Typhoid fever	100.00
24882	Mrs. Amanda E. Riemen	243	16	1	Myocarditis	75.00
24883	Mrs. Emma W. Kinkaid	257	2	8	Drowning	50.00
24884	Mrs. Emma E. Schaeffer	492	9	10	Hemorrhage	75.00
24885	David Seppala	639	9	..	Peritonitis	300.00
24886	M. W. Ring	810	10	6	Paralysis	200.00
24887	Wm. Pohl	1849	..	11	Nephritis	100.00
24888	Mrs. Agnes W. Strong	345	11	1	Cancer	75.00
24889	John Uebel	1784	6	7	Drowning	300.00
24890	Mrs. Emma Mercier	1319	10	9	Peritonitis	75.00
24891	Nicholas Christ	1297	4	1	Dropsy	200.00
24892	James Klicman	39	..	9	Endocarditis	100.00
24893	Robert C. Rothl	42	13	8	Nephritis	300.00
24894	Mrs. Laura Anderson	133	5	5	Uraemic coma	75.00
24895	Mrs. Bertha A. Raybuck	133	15	7	Tuberculosis	75.00
24896	Jas. A. Sickman	11	14	3	Strangulated hernia	75.00
24897	Gustav Sefranka	1041	4	11	Tuberculosis	200.00
24898	P. O. Peterson	7	15	11	Bright's disease	300.00
24899	L. Verschum	13	13	3	Apoplexy	300.00
24900	S. A. Beardsley	79	3	9	Phthisis	200.00
24901	Mrs. Minnie Sorge	85	..	11	Carcinoma	25.00
24902	Mrs. Nellie Dowler	131	26	4	Toxic anaemia	75.00
24903	John Broadbent	141	23	3	Heart disease	300.00
24904	Theodore Vanderhoff	306	14	10	Suicide	300.00
24905	Phillip Herrman	440	19	11	Hemorrhage	200.00
24906	Mrs. Louisa Schachte	755	14	7	Carcinoma	75.00
24907	Mrs. Jessie B. Riggs	664	9	8	Cancer	75.00
24908	James Markham (Dis.)	1045	9	10	Accidental injuries	400.00
24909	Mrs. Viola C. Moses	1152	5	1	Puerperal sepsis	75.00
24910	Henry H. Wright (Dis.)	1287	8	1	Accidental injuries	400.00
24911	Fred Wiese (Dis.)	1329	11	7	Accidental injuries	400.00
24912	Chas. Bublitz	1	25	3	Hemorrhage	125.00
24913	A. W. Wigfall (Bal.)	52	15	11	Apoplexy	60.00
24914	August Anderson	55	12	8	Nephritis	200.00
24915	Isaac Getler	387	4	1	Drowning	50.00
24916	Cyrenus Slaght	562	13	11	Paralysis	125.00
24917	Swan A. Peterson	87	16	..	Shock from auto accident	200.00
24918	Mrs. Hilda C. Haglund	181	12	11	Nephritis	75.00
24919	Mrs. Emma Haller	291	14	3	Myocarditis	75.00
24920	Mrs. Rose Langenecker	284	9	8	Heart disease	75.00
24921	Mrs. Bertha Schulze	375	9	11	Carcinoma	75.00
24922	Mrs. Virginie Quintal	551	5	6	Cancer	75.00
24923	John A. Halas	746	3	2	Drowning	50.00
24924	Chas. F. Collins	1704	9	5	Carcinoma	75.00
24925	Geo. W. Clark	11	12	7	Mitral rejurgitation	200.00
24926	Frank Turner	11	3	3	Endocarditis	200.00
24927	Bernard Kelley	42	10	11	Mitral insufficiency	200.00
24928	Albert D. Baird	61	16	2	Peritonitis	200.00
24929	Fred Meinke	182	9	7	Carcinoma	200.00
24930	John Kranz	270	2	1	Tuberculosis	200.00

The Carpenter

CLAIMS PAID DURING AUGUST, 1915—Continued

Claim No.	Name of Deceased or Disabled	No. of		Length of		Cause of Death or Disability	Amount Paid
		Local	Union	Yrs.	Mos.		
24931	Mrs. Isabelle C. Barker	217		15	7	Artero-sclerosis	75.00
24932	Mrs. Emilie Wurdack	304		3	4	Cancer	75.00
24933	A. E. Roberts	384		1	9	Cancer	200.00
24934	Chas. W. Hinckley	459		5	..	Tuberculosis	75.00
24935	Mrs. Margaret Flauss	513		14	7	Aniline poisoning, solvine	75.00
24936	Mrs. Mary L. Beliveau	570		8	11	Tubercular peritonitis	75.00
24937	Mrs. Josephine Gagnon	1127		12	5	Tuberculosis	75.00
24938	Isaac N. Childers	1355		3	1	Cardiac disease	200.00
24939	Louis L. Prunau	1532		..	11½	Hemorrhage	200.00
Total							\$32,092.60
Full beneficial claims							\$ 22,542.60
Semi-beneficial claims							1,975.00
Disability claims							4,000.00
Wife's claims							3,575.00
Total							\$ 32,092.60

DISAPPROVED CLAIMS FOR AUGUST, 1915

Claim No.	Name of Deceased or Disabled	No. of		Length of		Cause of Disapproval	Amount Claim'd
		Local	Union	Yrs.	Mos.		
2758	Martin J. Fannon	632		12	4	Not filed in time	\$200.00
2759	James S. Cox (Dis.)	125		11	7	Not result of accident	400.00
2760	Hjalmar Melquist	284		4	2	3 months' arrears	200.00
2761	Joseph Schimandle	743		9	10	3 months' arrears	300.00
2762	James E. Consaul	1173		6	..	3 months' arrears	75.00
2763	Wm. Vanness	1034		5	4	3 months' arrears	300.00
2764	Mrs. Susanna Kilm	179		12	5	Semi-beneficial, not entitled to wife donation	50.00
2765	L. C. Gallop	25		9	..	3 months' arrears	300.00
2766	Edward Gonyea, Jr.	229		7	9	3 months' arrears	300.00
2767	Frank R. Guffin (Dis.)	458		4	11	Not result of accident	300.00
2768	Mrs. Catherine Balliet	129		5	3	3 months' arrears	75.00
2769	Fred Weinoehl	483		..	8	Apprentice, not one year a member	100.00
2770	John McPherson (Dis.)	33		29	..	3 months arrears at accident	400.00
2771	Mrs. Louisa E. Stockford	1424		2	2	3 months arrears	50.00
2772	Mrs. Mary G. Liest	1451		2	2	3 months' arrears	50.00
2773	Mrs. Caroline Heckman	45		16	2	Semi-beneficial, not entitled to wife donation	75.00

Satisfaction When You've Done Your Best

When you've done your work as well as you can

And your past is clean and your conscience clear,

When you know that you haven't wronged any man,

And you've made no foe to be faced with fear,

The busy world may be still inclined

To deny what you have longed to claim,

But it cannot rob you of peace of mind

Or bring to your cheeks the blush of shame,

And the world, however it may connive

To keep you down and to hold you back,

Must respect the hopes that you keep alive,

Though its praise may be for the gifts you lack,

And the scorn on the lips of the richest man

Is not a thing you have cause to fear,

When you've done your work as well as you can

And your past is clean and your conscience clear.

—S. E. Kiser.

The Law of Compensation

You pay at last your own debt. If you are wise you will dread a prosperity which only loads you with more. Benefit is the end of nature. But for every benefit which you receive a tax is levied. He is great who confers the most benefits. He is base—and that is the one base thing in the universe—to receive favors and render none—Emerson.

Casual Comment



Every U. B. member can form the nucleus of a little labor forward movement all his own.

* * *

Members owe it to themselves and the organization to attend the fall and winter meetings.

* * *

Only by conserving the lives of the wage earners can real national preparedness be achieved.

* * *

The most formidable enemy of the nation is here at home—low wages, long hours and sweat-shop labor.

* * *

It appears to be the fashion just now to attribute all strikes to the machinations of foreign government agents.

* * *

Charges that labor officials are a party to fomenting strikes in munition plants must be proved up to the hilt before they can be given credence.

* * *

The labor movement is carried forward by its own momentum and consciousness of duty—outside influences of whatever kind cannot shape its course.

* * *

The New York World is striving very hard of late to see that labor is kept free from foreign influences. It should remember that labor can manage its own affairs.

* * *

Present indications show that the N. A. M. and the enemies of the labor movement generally will have a hard time implicating labor leaders in conspiracies to restrict the output of war material to Europe.

* * *

The New York Sun recently went into hysterics over the proposal made in the Industrial Relations report to limit inheritances to \$1,000,000, characterizing it "robbery of the dead."

Nevertheless, the majority of people refuse to worry and can still sleep soundly despite Mr. Walsh's irritating proposal. Perhaps, after all, the latter gentleman believes it more humane to rob the dead rather than exploit the living.

* * *

If, as we are informed by the New York press, President T. V. O'Connor, of the Longshore men's union, refused to be bribed into calling a strike on the east and west coast, he is to be commended for it—but what else could he do?

* * *

We are glad to note that the New York State Constitutional Convention put its foot down emphatically upon a proposed amendment offered by William Barnes, Jr., to invalidate mothers' pensions and other salutary social legislation.

* * *

We note with interest that the Federal Council of the Churches of Christ in America joined with organized labor in a John R. Lawson protest meeting at Philadelphia recently. Uncompromising opposition to the methods used at the Colorado trial were voiced.

* * *

Financial secretaries should appreciate the necessity of promptly forwarding to the General Secretary clearance cards of members admitted to their respective locals with the monthly report in which they are reported admitted and not send them to the local issuing same as was formerly done.

* * *

A great source of trouble at the General Office which has to be contended with is the failure of some financial secretaries to have the application forms of members initiated properly filled and in failing to get the applicant's signature thereon. This is a very important matter.

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Efforts should everywhere be made to increase the interest of the membership in the affairs of the organization. A great opportunity presents itself in this respect by seeing that the fall and winter meetings are made attractive.

* * *

A little thought and attention given the subject will disclose various ways and means whereby the meetings can be made periods of enjoyment and instruction rather than occasions for the transaction of routine business.

* * *

Wellknown speakers can be obtained occasionally to address the meetings and discussions and debates can be arranged for on topics of general interest. "Smokers" and public meetings, from time to time are also of great value in stimulating interest in union affairs.

* * *

Bridgeport, Conn. has at last been put upon the map as a labor union town. Since July 12 it has had an unusual number of successful strikes for shorter hours, better wages and improved conditions. The women workers of Bridgeport have also shared in the good results achieved.

* * *

We are glad to note that acting Secretary of the Navy Franklin D. Roosevelt has sustained the position of the A. F. of L. metal trades department that the Federal eight-hour law should extend to torpedo boat engines manufactured by sub-contractors.

* * *

It seems that there is a movement on foot in Canada to bring about compulsory arbitration legislation on the lines of the Australian method. It is not likely that the labor forces in the Dominion will take kindly to the proposal.

* * *

We are glad to note that the financial secretaries' reports are coming in more regularly, yet there are some who we are sorry to say are remiss in their duty in this respect. Promptness in this direction facilitates keeping a correct record of the affairs of the organization.

Organized labor joined with Federal and state officials at Chicago on Labor Day in unveiling a statue to the memory of former Governor John P. Altgeld. Governor Dunne lauded Altgeld as a friend of the common people, and one who never feared to take a stand with them.

* * *

The call for the 35th annual Convention of the A. F. of L. which will be held at San Francisco next month, has been issued. This year's gathering promises to be one of the most successful ever held and its deliberations will doubtless be of much importance in shaping the future course of labor.

* * *

The jurisdictional claims of the U. B., which have also been issued in booklet form, are published in this issue of the Journal in the official section. This has been done so that every member of the organization may become informed of our jurisdictional rights as carpenters and there may be no excuse for ignorance of the subject.

* * *

The report of the Industrial Relations Commission on vocational training presented by Commissioner Lennon in addition to its other recommendations, urges an adequate scheme of vocational training for those who intend to follow agricultural pursuits. If such were put in force it is believed there would be less of a tendency on the part of the farmers' sons to flock to the city and compete in industries with properly trained workers.

* * *

Seemingly the antagonistic press is fond of remarking that the work of the Industrial Relations Commission cost the nation \$500,000 and consumed more than a year of time. We might remark that the publicity alone which it gave to the outstanding facts regarding industrial unrest was worth the expenditure of the time and money.

* * *

Education is a vital interest of all the people of the nation and under our form of government no one should be denied

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the right of proper self-development. And yet when we look around at the numerous poorly trained workers and misfits in industry, one cannot but help thinking that our educational system is faulty.

* * *

True education in the modern acceptance of the term means fitting one for the station he is to fill in this workaday world and this for the great mass of the people can only be assured by means of a properly co-ordinated system of vocational training in conjunction with our public schools. The adoption by Congress of the Industrial Relations report on vocational training submitted by Mr. Lennon, would be a great step in this direction.

* * *

The British Trade Union Congress, which was held at Bristol, England, recently, refused to instruct its parliamentary committee to prepare a declaration in favor of peace, but at the same time vehemently condemned the proposal of conscription. A number of lively discussions on the war question were a feature of the congress. Reports showed labor conditions unsettled in a number of industries owing to the failure of the employers to live up to promises made.

* * *

The Retail Clerks' International Advocate for the month of September contains the official proceedings of the sixteenth Convention of the Retail Clerks' International Protective Association, which was held at Milwaukee in July. The reports presented to the convention disclose that the organization made very steady progress during the last three years. During the convention week the 25th anniversary of the birth of the organization was celebrated.

* * *

This year's Southern Labor Congress which was held at Chattanooga, Tenn., last month, proved a very successful event and showed that the labor move-

ment across the Mason and Dixon line is in splendid trim. Problems of unemployment, co-operation with farmers' unions, suitable legislation, and, most important of all for the south—the child labor problem—were dealt with during the convention. G. E. B. Member Ogletree was present, representing the United Brotherhood.

* * *

In an address delivered at the Panama-Pacific Exposition on last Labor Day, Chairman Walsh, of the Industrial Relations Commission, stated as his opinion that the year 1916 would herald the dawn of industrial democracy. If the recommendations of Mr. Walsh and other members of the commission as embodied in the Manly report are given serious thought and acted upon by congress, we have no doubt that we shall be on the road toward it in so far as this country is concerned.

* * *

The fund for the relief of the victims of the Eastland disaster, contributed by the citizens of Chicago, reached the sum of \$360,000 and what is left of it after paying a part of the funeral expenses of the 818 victims is being distributed among 3,500 persons, including nearly 200 widows. In this appalling disaster practically every victim was a dependent. Twenty-five families were entirely wiped out—mothers, fathers and children being drowned.

* * *

With their backs to the wall, the Colorado authorities, backed by the coal interests, are fighting bitterly to save their faces in the Lawson case. The most recent action was to institute perjury proceedings against Horace N. Hawkins, Lawson's attorney, and Fred W. Clark, as a result of their activities to obtain a new trial for the victimized labor leader. A similar charge, it will be remembered, was brought against Clarence Darrow, following the McNamara case.

Correspondence



The A. F. of L. and the United Hebrew Trades

Editor The Carpenter:

The United Garment Workers of America has, since its formation, been in full affiliation with the American Federation of Labor. Due to its efforts, aided by the American Federation of Labor and its affiliated unions, the sweat-shop system has been practically driven from the trade. Hours of labor have been reduced, wages increased, and other improvements secured. Despite these achievements and the necessity for unity, a few locals seceded from the parent organization and undertook and established an isolated and independent organization. They made alliance with the Journeymen Tailors' Union of America, under a title of "Amalgamated Clothing Workers." Later the Journeymen Tailors' Union of America, by direction of the convention of the American Federation of Labor, by referendum vote, withdrew from that alliance.

The entire situation regarding the action of this secession movement was considered by the Philadelphia convention of the A. F. of L. Secession was frowned down upon and the convention declared that no recognition should be given to the seceding locals from the United Garment Workers.

A few of these seceding locals were represented in the United Hebrew Trades, a central organization of unions, the major portion of the membership of which were made up of Hebrews. Both the American Federation of Labor and the Central Federated Union of New York, the chartered central body in New York and vicinity, encouraged the work of the United Hebrew Trades for the assistance they could render to organize the newly arrived Hebrew immigrants, to familiarize them somewhat with the work and the practice and the ideals of the American trade union movement.

So long as the United Hebrew Trades carried on that work, they were encouraged. It resulted, however, in the United Hebrew Trades not only harboring, but encouraging and maintaining in every way the secession movement from the United Garment Workers of America and defying the decisions, laws and declarations of the American Federation of Labor.

Desirous of avoiding conflict and accomplishing the best results without friction, the Executive Council of the American Federation of Labor directed President Gompers to appear before the United Hebrew Trades and to endeavor, by conciliatory policy and address, to accomplish the trade union results. The address was made by him. Conferences were held by him with all parties in interest. The matter dragged along for months. The request for the compliance with the decision was postponed from time to time without an encouraging word that compliance would be had. The last request in regard to this was made for the meeting of the United Hebrew Trades to act upon on August 16, and again it was denied.

It is quite evident that the "United Hebrew Trades" no longer regards itself as an auxiliary body of temporary existence which shall ultimately become part of the American labor movement in time, but as a permanent, independent institution in rivalry and conflict with the chartered central body of New York, the Central Federation Union. The latter body has protested against such rival and hostile acts and demanded that unless the United Hebrew Trades would unseat the seceding locals, the local unions belonging to international unions and to the American Federation of Labor should be instructed to withdraw from representation in the United Hebrew Trades.

Now, in view of the fact that the

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United Hebrew Trades is a rival, and therefore a hostile body to the chartered central body of New York and vicinity, the New York Central Federated Union, because the United Hebrew Trades harbored and encouraged and gave recognition, support and co-operation to seceding locals from the United Garment Workers of America, an international union affiliated with the American Federation of Labor:

All international unions having local unions which have representation in the United Hebrew Trades of New York, are hereby called upon to perform their duty as prescribed in the constitution of the American Federation of Labor, and in compliance with the laws, decisions and declarations of the Philadelphia convention to direct that such local unions withdraw from the United Hebrew Trades of New York.

The labor movement of America is large, influential and comprehensive and powerful. This continent of ours is also large and extensive, but in all of the continent there is no place for two rival hostile organizations of labor.

Secession and division mean playing in the hands of labor's common enemy, frittering away the rights and interests of the toilers.

Yours fraternally,

EXECUTIVE COUNCIL OF THE
AMERICAN FEDERATION OF
LABOR.

By SAMUEL GOMPERS,
President American Federation of Labor.
Attest: FRANK MORRISON, Secretary.

Eliminating the Stay Away List

Editor The Carpenter:

In support of L. U. No. 31 of Trenton, N. J., as to eliminating the "stay away" list in our Journal, I am in hearty accord with Brothers Burns and Adams. It is a suggestion that should be advocated by all good thinking locals. Naturally anyone would expect to find all organization matter along lines of advancement and help to the members all of whom are united and obligated to assist one another when times "are" dull instead of

trying to hoard in all work that is in progress in their cities. It appears to me that the General Office might see the wrong spirit apparent in the publication of such a list and after thinking the matter over, discontinue it. We believe we voice the sentiment of other nearby locals in this matter.

Fraternally yours,

L. D. DENNIS,

L. U. 92, Mobile, Ala.

Favors Pension, Opposes Home

Editor The Carpenter:

I saw when you visited Omaha, Neb., not long ago, that you advocated the pension form instead of a home for old members of the great Brotherhood of Carpenters and Joiners. I think your idea was good and would be less expensive. Those who would go to the home would have all the benefit and those who preferred to stay with their families would get nothing. If a pension plan is ever to go through it should not be more than about three (\$3.00) dollars per week for men from sixty-five to seventy years who have been members continuously for twenty-five years and who are incapacitated from working at the trade. If a brother able to earn half pay working for other than himself should be entitled to the benefit of the above pension plan, it would be more desirable. Where is the man who would like to leave his home, wife and children to go to a home where old batchelors and deserted husbands would likely be housed at a big expense?

If my suggestion is not quite up to the mark, others can outline something better. Now is the time to speak before it is too late.

It is a long time since I sent anything to the Carpenter. I am the brother who took the prize at Omaha last Labor Day for being able to show the oldest union book.

The proposition of caring for the aged members is a serious proposition, and it is only right to think and give consideration to it. I am sure there are plenty of the brothers who can make some good

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suggestions about this pension or home plan. I say the pension, no matter how small, is better for those who don't want to go to a costly built home.

M. E. ROBINSON,

L. U. 427, Omaha, Neb.

Notes From Seattle

Editor The Carpenter:

The union here is on the point, if it has not already done so, of establishing a new order of passing out jobs. Instead of each member hustling his own work, all victims are to line up at the hall register and be sent out in rotation, it can be told better in a month from now how it is going to work.

There are some things in its favor. One is that many brothers who labor nearly constantly holding down the reading room chairs will get an opportunity to straighten up and race around the block with an armful of shiplap, while others who do not know any better than to work all the time will have a chance to learn to play pinochle; then it will save a great many half-soles that would otherwise be worn out chasing the elusive job.

Just how it will operate when it comes to pleasing everybody it is hard to foretell. It may result in some friction. Say a contractor wants a husky buck with a moderate head and a strong back to go down a hole in the muck about 19 feet deep and develop a form from 3x10's for concrete footing, and the first man on the list is a dapper little subject who never worked on anything heavier than a show case, and can't remember when he didn't ply the tools while wearing a white collar and sharp-toed shoes. It is going to be somewhat difficult to reconcile both to the situation. True, "Billie" may refuse to go, but if so he will have to go back to the foot of the list, where it may take a couple of months to work up again to be confronted with the same kind of a job; or he may have the nerve to tackle the thing, which would no doubt so exasperate the contractor that he might flip him into the hole and drop a 3x10 down after-

ward to see if he had struck the bottom. Then a man might be needed for mahogany finish who could only lay claim to being an expert on laying laminated floor out of rough 2x8's.

These and many more points will need be reconciled, it will take a great deal of windjamming, but we have the wind and the jammers, so there is nothing to fear.

It is excusable for many men to complain about lack of work and hard times and poor prospects. This applies to many who are not especially well favored, married men and those men who are too old to be classed as efficient; but there are a number of brothers who belong here who ought to be arrested when they complain.

Just a few days ago one of these was heard doing so. Now, listen! This brother is in the prime of life, he is well built, sound as a dollar, good looking, well educated, of good address and would qualify first-class anywhere in a social way. And there happens to be a great many other brothers who measure up to the same standard or better, that are mooning around the reading room here, sighing for a boss that would grudgingly give them \$4.50 per day and stand over them looking down their shirt collars to see if they earned it; this in view of the fact that almost daily the newspapers record the demise of widows or maiden ladies who for the want of something better have left whole estates to charitable institutions, then coming down the line there are salesladies, bookkeepers, stenographers and such, that earn from \$15 to \$25 per week, who, were they properly approached by such men as these, would no doubt gladly undertake to support two and take the risk of more. And still these brothers languish for "something to do" when, with just a little more exertion they could, many of them, be captains of their own Packards and the rest of them in speaking distance of second-hand Fords.

It is said that a number of workmen have recently left the city for jobs in

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other localities, but there is no perceptible hole where they pulled out.

This city has always been used as a recuperating station for impecunious labor on the way to Alaska; arriving here broke, they butt in and try to get enough to complete the trip. The picking now is rather sparse, but one with sufficient confidence and patience could try it, as the latest reports say that there are 45,000 jobless in Alaska at present and no good prospects ahead, newcomers, however, if they come right away, ought to be able to land something in about five years.

The mania for speeding up continues in spite of the fact that there is not half enough work to go around at a moderate gait. One party offers to teach us, for a small sum, how to drive nails with two hammers at once, one in each hand. Another gives us every assurance that he is about to turn a handsaw that runs with a water motor with a capacity to cut off the ends of a stack of 2x8's 4 feet high in 7 seconds; the weight of the tool being 27 ounces and the water for the power being carried in a rubber bottle under the arm.

J. T. OLDHAM.

Labor Day Notes

Local Union No. 90 of Evansville, Ind., held a most successful picnic at the picturesque West Heights Cave Park near that city on Labor Day. A number of field events and several novel contests were features of the outing, and a prize was awarded the carpenter present who was the father of the largest number of children. During the day the souvenir program issued by L. U. 90 was distributed through the city, thus helping to prove that the U. B. members lead in Evansville labor circles.

A creditable Labor Day edition was issued by the Galesburg Labor News of Galesburg, Ill., this year. One of its leading features was a list of the business and professional men in the community who are friendly to organized labor.

The Cleveland Citizen appeared in enlarged form for Labor Day, 1915, and in addition to its usual budget of labor news, carried a number of interesting articles dealing with labor conditions in general. Altogether, the edition is a credit to its editor, Max S. Hayes.

Editor Frank L. Rist is to be complimented on the pleasing appearance of the Labor Day issue of the Cincinnati Chronicle. The cover contained photos of the officers of the Cincinnati Central Labor Council, president, Thos. McManus, treasurer, Adolph Radtke, and Secretary Frank Imwalle, the latter a well-known member of our organization. Editor Rist, we also note, was grand marshal of the Labor Day parade.

The Labor Day edition of the Labor Review of Minneapolis, Minn., shows that publication is meeting with a generous amount of support from the public. Among members of our organization, prominent in Minnesota labor circles, whose photos were published may be mentioned, Nels Nelson, business agent of the Twin City D. C., and president of the Minneapolis Trades and Labor Assembly; Brother Edward Lee, president of big L. U. No. 7, and Leonard Soderberg, the local's financial secretary.

Liberty

Not a grave of the murder'd for freedom,
but grows seed for freedom, in
its turn to bear seed,
Which the winds carry afar and resow,
and the rains and the snows nourish.
Not a disembodied spirit can the weapons
of tyrants let loose,
But it stalks invisibly over the earth,
whispering, counseling, cautioning.
Liberty, let others despair of you—I
never despair of you.

—Walt Whitman.

The extent of trade unionism is the best possible measure of the wage earners' social and economic progress.

Craft Problems



The Level and the Curvature of the Earth

(By D. L. Stoddard, L. U. 75.)

In glancing through the Craft Problems in a recent issue of *The Carpenter*, I came across the request of Brother Rowland Hill, asking that I take up the question of the curvature of the earth and "explain it fully." This, it seems, is a rather tall order. To explain anything such as that "fully" would be a colossal job and I will admit that I am somewhat "up in the air." However, I am going to try at least to keep myself in this solar system and not consider the greater stars that are bigger than our sun or the little planets that hover around them by the millions. For instance, the little shining sun so beautiful and bright has a diameter of 887,681 miles, while, of our little surrounding planets, Jupiter has only 86,255 miles, Saturn, 81,954, Herschel, 34,363, our little footstool, the earth, 7,924, Venus, 7,621, Mars, 4,222, Mercury, 2,984, while the quiet little moon has a diameter of 2,162.

Now I merely give these figures to show that the curvature will vary if considered in relation to different localities and therefore as I hinted before, I trust Brother Hill does not care to take the matter up outside of this solar system. But if he is satisfied to keep to terra firma and do all his planning and building here, possibly the dimensions of the other planets are immaterial. All of which is preliminary to saying right here before I begin that I do not intend to cover the subject "fully."

But as I have filled practically every position as a carpenter, and have answered hundred of questions put to me by brothers all over the world as best I could, in this case, as in the past, I will try and answer to the best of my ability.

Level, well, what is level? Who can tell? I don't know that I can explain it so that all will understand, and I am sure I am not going to even try to explain it fully, but I will try to just touch the matter briefly.

Figuratively, it is defined as the degree of moral, intellectual, or social elevation; rank; (yes, it might be rank.) Specifically, an equal rank as "men who are on a level mentally."

Secondly: It may popularly be defined as a horizontal line, surface, plane, or position, as "to bring anything to a level;" "in this case a level is a tangent to a true level (Def. 1) which it touches only at a point. It is often called apparent level. The difference between true level and apparent level in 1,000 feet is about an inch, in 10 miles it is about 66 feet. (Now here Brother Hill's figures and mine don't exactly agree, which show we are not on the level mentally but I am willing to admit probably he is right and I am wrong, for I did not take my 100 foot steel tape and go around the world to measure it accurately, I simply took the word of someone else.

Thirdly: A surface plane, extent of land, or the like, approximately horizontal; a plain.

Fourthly: The mean altitude or distance from the center of the earth of a given surface, point, or thing, as a level of the sea or the hill tops.

The average level of all the northern and northwestern states is about 800 feet above the sea, though there are many places on earth below the sea level.

Fifthly: A uniform or average height; a normal plane or altitude; a condition conformable to nature's laws or which will secure a level surface as moving fluids seek a level surface.

Sixthly: The line in which anything is aimed, directed, sent or passed; point

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blank aim or direction, as of a missile or weapon; as the level of a gun or vision.

Seventhly: A horizontal or nearly horizontal passage, drift, or adit in a mine.

Eightly: A gutter for water. There is perhaps nothing better for a true level, especially as we carpenters come in contact with it. I remember once putting up one of the longest gutters I was

either, but was due to the man who called off the measurements and who was used to the work, too. He simply got mixed and had his calculations backward.

Ninthly: Mechanical level, or instrument to level with: The one we are the most used to is the carpenters' level, commonly called spirit level, as it contains tube of spirits with a bubble of air that always seeks its level. Masons', and many other levels, are made on the same principle and may all be called spirit levels.

Line of levels:- A connective series of measurements, by means of a level, along a given line, as of a railroad, to ascertain the profile of the ground.

Plumb level: One in which a horizontal line is placed in true position by means of a plumb line, to which it is at right angles.

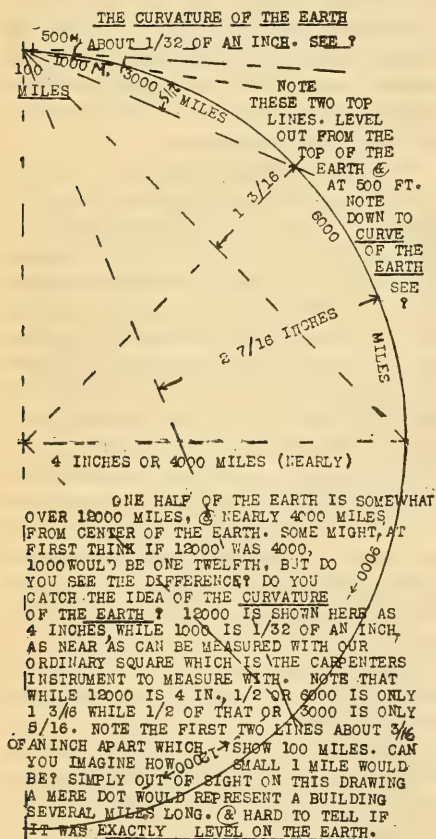
Combination level: A combined rule and level, hinged in the center, the level being in the one arm and the other being graduated to 45 degrees, called also foot level.

Plummet level: One having a cord and plumb, and so we might go on and mention Hydrostatic, Mercuriari, Mercury Pendulum, Self-recording, Triangular, Water, Artillery, Gunners, Road, and many other names and levels among which perhaps the most prominent and practical is the surveyors' level. Or, perhaps, we are more used to the leveling instrument, which after all is nothing but spirit levels aided by the use of a telescope with fine lenses to aid in seeing and leveling, they being fine and expensive instruments are undoubtedly the most convenient, accurate, and reliable.

Phrases. "dead level," an absolute or unbroken level (position or surface), especially a very level or nearly level or horizontal tract or stretch of land; hence, figuratively, unvarying monotony or uniformity.

Dip-head: A mine level connecting an engine-shaft with the room of the chambers.

Flying level: In civil engineering, a hasty experimental leveling, or survey, as over a proposed route.



ever interested in which had but one outlet. We put it up with a leveling instrument. I made the marks as they were called off to me and the tinner worked to them. We, carpenters, followed the tinner and finished the roof completely but the next day we were surprised when a sudden heavy rain sent all the water to the upper end of the gutter, but it was no fault of mine nor the tinner, nor the instrument.

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Level of the sea: An imaginary surface, fixed at the mean distance between the high and low water which is used as the basis of the measurements of altitudes.

Line of level: A line in which a horizontal plane intersects the surface of the slope, or

Level line (Shipbuilding): The outline of a section which is horizontal crosswise—and parallel with the rabbet of the keel lengthwise.

Level surface (Physics): An equipotential surface—at right angles at every point to the lines of force, and so we might go on and on.

There is no end to definitions and phrases of this kind. Webster gives so many that I would not think of trying to repeat all of them, but I will just mention one, or part of one. He says among other things: "A line or surface to which, at every point, a vertical or plumb line is perpendicular; a line or surface which is everywhere parallel to the surface of still water; this is the true level and is a curve or surface in which all points are equally distant from the center of the earth, or rather would be so if the earth was an exact sphere.

Now what better authority do you want than Webster and who wants any better definition than just that. Isn't that the whole thing in a nutshell?

Isn't it plain enough, then, that we must circle around the earth and that all level work curves with the planet we are working on, be it here on earth, on Jupiter, the sun or anywhere else. And yet it matters not which planet we are working on, for it would be all on the same principle. If I were to build a garage on the moon tomorrow or a Ford assembling plant on the sun next week, I would go about leveling just as I would if I were to build a shed here on earth.

To illustrate, if I were to erect a building here on earth ten miles long and if I should level one corner and from there sight straight out ten miles, by the aid of a telescope or otherwise without keeping to earth, I would be up in the air at the other end, if my former figures were right, about 66 feet.

Fig. 1 is supposed to illustrate this to some extent so that you can see the point plainer. But suppose we were building something twice as long as the solid lines indicate or as the dotted lines to the left would indicate. It would be necessary to keep much nearer to the earth if we leveled from the center of the length of the building as we will note more fully by looking at the dotted lines at the right.

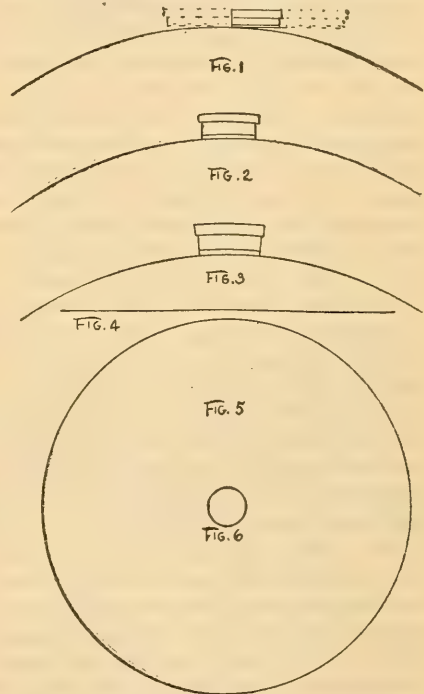


Fig. 2, is supposed to illustrate a building covering several degrees of the earth and kept down to the earth. I will admit it does not look much like a building, but I trust readers can make it look enough like one to catch the idea. In reality, the ends of the building to be plumb should be more like Fig. 3 as everything has to plumb to the center of the world as well as level to the world's surface.

Fig. 4, I have no doubt the reader will consider as straight a line as I could make, but it was not drawn as such. It is higher in the center than at the ends; in other words it has just a bit of a curve. I aimed to get it the exact com-

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parative curve of the sun compared with Fig. 5, representing the planet Jupiter, while Fig. 6 represents the earth and the little dot in the center out little moon, or perhaps Mercury, for I really made the dot so big that I guess it compares better with Mercury than the moon.

Now to level a building many miles long it cannot be doubted that Hill's pipe of water would be as accurate as anything could be. But it would not be convenient always to pipe water for miles, so we would naturally take our spirit level, whether a common carpenters' level or one of the finest surveyor's instruments, and we would sight from point to point until we had reached from one end of the building to the other. No matter how long it might be, a curve of the earth from one of these points to the other would be a true level of the building, but the curve of our little earth is so expansive that we hardly come in contact with it enough to know that it is there in our daily work, and if we compare the size of the earth and the nearly straight line or size of the sun, I believe the reader would realize that if he were building on the sun it would indeed have to be a big building if it made him worry about the curve.

Now some may read this article and then say that they don't know yet how to figure the curve of the earth, as the subject was not treated fully enough. Well, if they don't know how to figure the curve I would like to ask them if they know how to level a building and not keep close to the curve of this little earth of ours.

I have a telescope that makes one of the stars look as big as the moon. Some readers may think I mean any one of them, but perhaps they do not know all our ordinary stars are great big suns. Some bearing the same relation in size to the sun as the latter does to our little world. Nevertheless, despite all the efforts human beings here on earth have exerted to magnify with powerful glasses ordinary stars or those big suns they look just the same as when seen with the naked eye. We might therefore say that they are so

far away that they are entirely out of sight, so to speak, and we simply see their light. As regards the planets of our solar system, with my little glass I can see the moons of Jupiter, the rings around Saturn and the little planet Venus, which looks just the same through my glass as the moon does with the naked eye.

And yet, with our most powerful glasses which bring the moon so near that we can see the mountains and the irregularities of its surface, yet after all, with the aid of telescopes, human beings here on earth can't see far enough to level themselves clear off the earth. No, they can level around and round and they are bound to stay right close to the ground.

Suppose we were not only building a very large building but were building a series of buildings covering much territory, it is not likely we would get the most powerful telescope ever made and set it in one place and from that starting point survey the entire field at one sitting. It would be far more likely that we would start out with one rather prominent and perhaps large buildings, by setting our instrument in the center and getting possibly the four corners from that one setting. If the building was not too large we would not get much off the earth or much out of level. Then when we came to the next building we would naturally move our instrument possibly into the center of that building, and go over to the edge of the other one already leveled to get our bearing and then from that setting of the instrument we would level the next building, and so on over the entire plant, regardless of how big it might be. It is true that sometimes we might take a test level several hundred feet away, but it is far more likely that all real measurements would be within one hundred feet of the instrument. So you see we are unconsciously all the time following the curve of the earth.

It would be almost entirely beyond the reach of human magnitude to get away from it. The earth, as well as all the planets, are spherical, as we can see

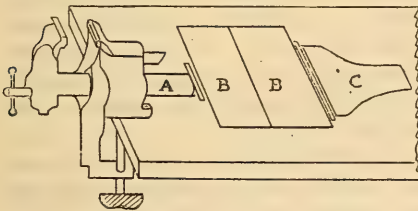
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for ourselves as we look at the moon and that circle always has to be worked to; therefore the nearer you keep to your level the nearer you are to a true level, and the nearer you are to the exact earth. For an extremely large building the greatest accuracy would be obtained by setting the leveling instrument more than once in different parts. It is true that although Brother Hill's and my figures don't agree, it could be figured out and the calculation made of the difference of true and apparent level for every 100 or 1,000 feet. Perhaps surveyors sometimes do that but we, carpenters, don't need to bother with such accurate figuring. If we did we would be likely to make more mistakes than we will ever make if we continue to level right on terra firma. Never level more than 100 feet from one setting of the instrument, the shorter measurement is the more accurate, the more so to see and the more close to the real earth's surface.

A Handy Vise Clamp

(By D. Andrew McComb.)

Many a carpenter or woodworker has wished at times for the use of a clamp for a few minutes to press his work together for nailing or glueing. If he has a common bench vise like the one shown here he has a good tool for that purpose and probably didn't know it.

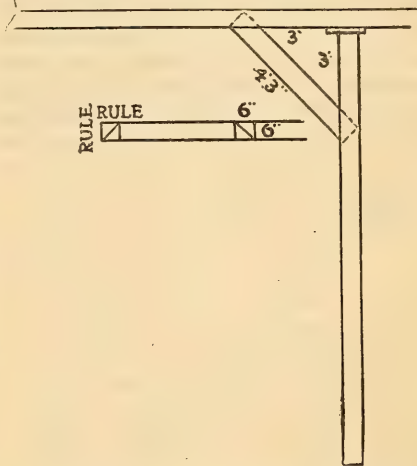


For small work of this kind fasten your vise to the end of a board as in the diagram. Open the vise and place a stiff slat or board against the end of the vise at A to equalize the pressure and protect the edge of the work. Place the work BB and nail a block C to the board. Screw it up tight and it is ready for the nails, or for the glue to harden.

More About the Pocket Rule

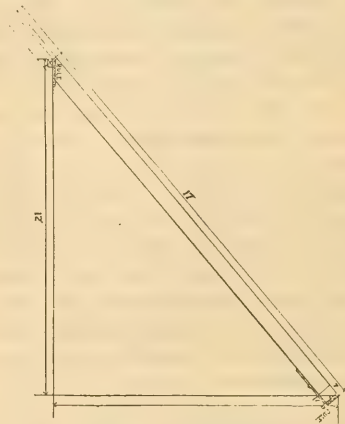
(By George Ratte, L. U. 551.)

I read in the June issue Brother Stafford's suggestions regarding the possibilities of the pocket rule, and I would like to mention a few more.



For instance, roofs may be framed with the rule, not only common rafters, but hiproofs, braces, etc.

With regard to a common or a lean to roof: Suppose we were to frame a roof for a building that has a span of twenty-four feet, one half pitch,

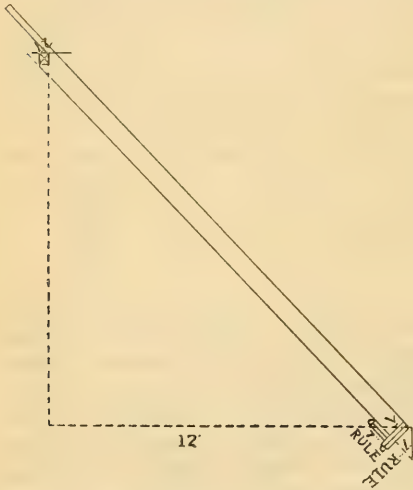


and we did not have a square, the rafters to be of two by seven stock. First, lay your rule square across the timber and make a mark along the outside edge of rule. Measure back seven inches from mark on the bottom edge of rafter. You have a seven inch square,

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mark across the opposite corners and you have the plumb cut. Knowing how you obtained the half pitch you may get any pitch. So much for plumb cut.

If the rafter was to have a tail two inches wide, and plate is four inches, make a drawing of rafter and measure from the plumb cut on the top edge of rafter down to point where rafter strikes outside of plate. Mark the same length on cut, bottom edge, and make a line parallel with plumb cut. Measure in two inches from outside edge of



rafter, where you strike the previous mark. Where these two marks meet mark square across to inside edge and you have seat cut for rafter with a tail piece. Do the same for a lean to roof.

Suppose we were to put a brace on a six by six post girt and brace, and run of three feet. Make a triangle drawing of the three or measure three feet on girt and post. Mark the distance between these points on the outside edge of brace. This gives length. Mark in six inches from ends toward center. Draw a line across opposite corners and you have cuts.

Second-Hand Lumber

(By Owen B. Maginnis.)

The growing scarcity of new timber and the increase in cost consequent, perhaps, upon the expense of transportation from the remote regions or timber

belts where it is now grown and felled, has more or less necessitated the use of old or second-hand lumber or the substitution of some other materials for it, such as steel, reinforced concrete, etc.

The pulling down and removal of the older frame buildings, or those of brick, the component parts of the interiors of which were chiefly wood, promoted the selling of the better stuff removed and the development of a market for its sale and use, which brought it into the province of carpenters and joiners in regard to its manipulation and erection.

Let us, therefore, consider and criticize a little the use of this exceptional commodity as to its introduction into building construction and its influence on the building trades.

First there is the question of deterioration and loss of value, for there is little doubt but that all timbers experience interior physical changes like everything else with the passing of years which no preventives known to modern science seem to be able to delay.

We read in the standard authorities on timber of the numerous diseases which wood, like flesh, is heir to. Means adopted to prevent them take various forms, such as by immersing the timber in hot, fresh or salt water, by weather seasoning, by burying in dry sand or again artificially by the use of chemicals or impregnating them with acids. Outwardly by the application of tar, creosote and paint notwithstanding which deterioration and dilapidation, although temporarily delayed, still goes on according to the usage and climatic influences to which the timber is exposed or subjected.

The writer finds that timber exposed to the action of salt air or water, is more durable and lasting than that placed inland or in clear air situations and he has recently pulled down an old dock and warehouses built during the Civil War in which many of the framing timbers with the exception of at the base-ends and except for discoloration, were still fit for minor rebuilding in sheds and so forth.

This brings us to the practical prob-

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lems which confront the modern mechanic in the hand manipulation of this class of material and its faults and drawbacks.

When framing: In construction we primarily must look to the physical condition of each and every piece as it comes on the job, examining thoroughly by turning over all sides, ends or butts and if of large sectional areas, say over 6x6 or 8x8 and up by striking the ends with a hatchet or heavy hammer, so as to ascertain its soundness—by sound. If it rings clear, like to a bell, it is sound; if it does not, it is probably unfit and the surfaces must be carefully and closely scrutinized, watching out for small numerous holes which betoken the active work of the teredos or boring worms, which insects being armed on their heads with hard, piercing shells, formed like a carpenter's auger bit are prevalent and busy honeycombing the interior fibres of the wood until its strength is undermined and the whole piece collapses into fragments or drops into a heap of dust or broken fibres. Similarly must dry and wet rot be looked for, longitudinal and cup shapes; loose, twisted and separated fibres and grains; knots dropped out, and long splits, all of which have already or may perhaps later render the wood or timber dangerous or unsafe. Better to throw such stuff aside for fire wood, and be sure, rather than be in doubt and sorry, for unsafe material is unreliable and is better not used.

I will but slightly touch on the presence of old nails and spikes, which are the bugbear and heartbreak of every skilled member of our craft who respects his tools. What for instance, can equal the thrill of disgust and discouragement which runs through the system of the man whose newly filed saw, ground hatchet or plane iron grates on an invisible nail or piece of one? Such must be seen to, and, if possible, removed, or at least avoided, either by changing the cuts or measurements.

As to the economical value of this

material, of course everything depends on its condition. Its price is low, and if sound, clean and free from old nails, tin or metal work, its shaping may be done rapidly, without loss of time or injury to tools, but when you consider the almost certain presence of insect life in its constitution as for instance the wood louse, teredo the (too frequent) bed-bug, etc., it is really not fit for the habitation of either animals or mankind, not to mention the expenditure of time, in resharpening of tools and the percentage of discarded and unfit pieces. For old finish it may be used, made up such as trim fittings, partitions, counters, and furniture, yet still in even these details insect life may be prevalent.

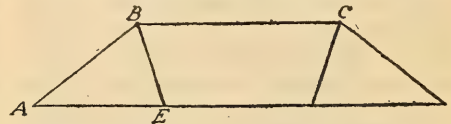
It happens, however, that almost all men connected with the carpentry and cabinetmaking industry and woodworking in general, are almost sure in the course of avocation to be called upon to expend skill on second-hand lumber, either in the rough or manufactured forms and one must perforce exercise his intelligence and ingenuity to get the best results from the same material to satisfy either customers or employers.

NOTE: For the best works to consult on the diseases and faults of timber and woods I would recommend the following authorities. Many of these books are only found in large public libraries and some are out of print, they are: Peter Nicholson, Tredgold, Kraft, James Newlands, Buffon, Barlow, Rankine and the United States government bulletins, which can be obtained by writing to the Forestry Department at Washington, D. C.

Roof Framing

Editor The Carpenter:

In answer to the article "A Query Re Roof Framing" from the brother of L. U. 660, in the May issue of The Car-



penter—in any angle such as ABC, the line BE, or run of hip rafter, forms the base of the isosceles triangle BAE, AB=AE, hence AB is equal to the run of the rafter against the house.

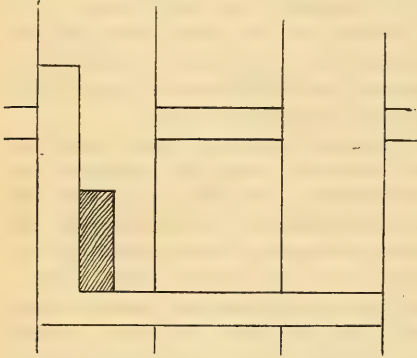
H. P. LAHR,

L. U. 198, Dallas, Tex.

The Carpenter

The Steel Square As a Holding Device (By Dwight L. Stoddard.)

There has been more written on the subject of the Steel Square than probably any other tool and perhaps more than ten times as much as upon all other tools put together, but be that as it may, I have read about the Steel Square from the time I was a mere boy and more recently read in the Scientific American not only how to use the square for all kind of roof cuts, but even how to figure the speed of wheels and shaft-



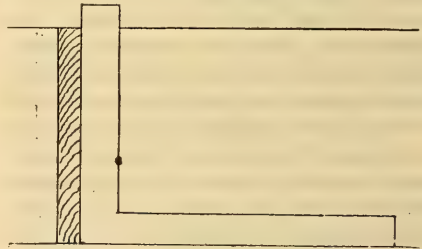
ing, a subject that I have never seen treated on the square before. I have not only read about the square in many books and papers, but some of them have taken up diagrams, etc., and show what can be accomplished with the square. Now, while that is not very practical, yet it shows the possibilities of this most accommodating tool. There is absolutely no end to what it can accomplish; in fact, the square or its principles can be applied to practical everything, if we could all fully understand it and know how to apply it.

It is not my object this time to enlarge upon the usefulness of the square in general, but I do want to call attention to the fact that even if others have tried so hard to tell all they know about it, the value of the ordinary square as a holding device has never been mentioned in any article or publication that I have seen. By this I do not mean to say that nobody does use the square as a holding device, for I hope many do, but I simply want to get first credit for mentioning it in print.

Now there are just two applications that I am going to mention, but plenty of others will present themselves in your daily work.

It used to be that the oil stone was enclosed in a case and this case had brads on the bottom so that you could put down the stone and whet away and the stone would stay where placed. But the day of casing round the oil stone is fast passing away, as the idea is to do everything possible to make the kit more compact, smaller and lighter. The average kit at the very best is too clumsy and heavy. As a result of the absence of casing, therefore, we often seen a fellow when he goes to sharpen his chisel or plane bit stick some nails all round the oil stone to keep it still while he sharpens.

Now, suppose we had some plank or studding on the trestles, and we wished to sharpen our tools, how easy it would be to put the oil stone down on the plank and place the square around it as illustrated and sit down on the end of the steel square. As usual, you can depend upon it to turn the trick. The stone



will stay right there as you work away at your task of sharpening, for your strength is always pushing away or towards the square and your weight holds it right in place. Of course, you are not bearing down much on the backward motion, therefore the stone itself stays there ready for the forward movement.

Now, again, suppose we are putting up a lot of shelving, possibly requiring weeks of labor, the shelving is made of full length boards, continuing on and on. Then for a support, we have hundreds, yes, thousands of short boards, to set up endways, to divide off and also to support the shelving. Now with our

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Another One

Editor The Carpenter:

In the August issue of our Journal, The Carpenter, I notice that a phase of the door controversy has broken out again as a result of a communication from Brother J. W. Jackson of Port Arthur branch, A. S. of C. and J. The writer attempted to tell readers that a door swinging to the left, and away from you, is a right-hand door, and that it was drilled into him twenty years ago as to what is a right and left-hand door. I wish to say that Brother Jackson's drill master is wrong, and would suggest that they join the Boy Scouts and learn a few military tactics, and they will soon see how much they are wrong. A platoon of soldiers gets the command "Right wheel!" The man on the extreme right becomes the pivot, or we may say the hinge and the line wheels to the right, or I might say swings to the right. The same principle applies to a door. It is not the handle that determines the hand, it is the swing. Some doors do not have handles nor do outside shutter or blinds. If Brother Jackson can hang a right-hand door on a pair of left-hand butts he is a wonder.

F. P. H.

L. U. 239, Easton, Pa.

What I must do is all that concerns me, and not what the people think. This rule, equally as arduous in actual and in intellectual life, may serve for the whole distinction between greatness and meanness. It is the harder, because you will always find those who think they know what is your duty better than you know it. It is easy in the world to live after the world's opinion; it is easy in solitude to live after your own; but the great man is he who in the midst of the crowd keeps with perfect sweetness the independence of solitude.—R. W. Emerson.

The record of trade unionism shows that, after all, man was not made to mourn.

old reliable square we can mark off where these are to be set and make the mark square across the shelving. but nailing them in between the shelving hurriedly with toe nails they slip and slide around. Often I have seen good carpenters really worried about just that simple little thing. They never stop to think how easy it would be to lay the square down where the shelf support is to be. Drive a tack nail in as illustrated, toe from the opposite side of your piece and drive right against the square. There you have it good and solid, easy and rapid to apply. See the point? The square turns all these easily.

More About the Dood Controversy

Editor The Carpenter:

With your permission I would like to add one more link to the door controversy. From some of the best authority I have learned that the hand of a door is determined from the outside. The outside is the street side of an entrance door. The corridor side of a room door and the room side of a closet door. The outside of a communicating door from one room to another is the side from which when the door is closed the hinges are not visible.

If, on standing outside a door, the butts are on the right, it is a right-hand door; if on the left, it is a left-hand door. A door is beveled when its edge is not at right angles with its surface, so there must be some universal means of determining the hand of a door. This method is used by the leading hardware concerns in making up their list of door locks, especially on large and extensive works where expensive hardware is used.

If, on standing outside the door opens from you, or inwards, it takes a lock with regular bevel bolt; if it opens outwards it takes a lock with reverse bevel bolt. The standard bevel is $\frac{1}{8}$ inch in $2\frac{1}{4}$ inches, and the locks are beveled to correspond and in ordering locks, the hand of the door must be given.

M. L. SNYDER,

L. U. No. 644, Pekin, Ill.

The Carpenter

Homes of a Hoosier Labor Community

Housing facts from Indianapolis, some of them unusually interesting to housing workers, have recently been secured by the residents of Christamore College Settlement. Under the leadership of R. J. Colbert they recently made a housing investigation of their district. They found the conditions always found in districts where there has been no housing regulation, or slack regulation. There are privy vaults and lack of water garbage and ashes in piles, filth of every kind in abundance. The one bad thing they did not find, at least not in any quantity, was the big tenement sheltering several families under one roof.

Of greatest interest is the fact that this poverty stricken and unwholesome district is populated by Americans, nearly two-thirds of whom are Hoosiers born and bred. This is somewhat disturbing to the comports and prevalent impression that our bad housing is due to foreigners who bring to America the low standards of eastern Europe. Some of these foreigners have been shown to be shockingly bad housekeepers. But there is no American city which will admit that the foreigners make its laws and regulate its building practice. Even if there were Indianapolis shows us that low standards may often be a native product as well as an imported one.—The Survey.

Efficiency

Prick the bubble of efficiency that rages nowadays and what do you find? The answer presumably how to get rich quick.

Speaking comparatively with reference to the amount of effort expended, the pick-pocket gets richest the quickest of anyone we know. Why not crown him chief of the efficiency bureau?

After all, what is getting rich but taking money from somebody?—Life.

Secretary-Treasurer Sigman and seven other officers and members of the International Ladies' Garment Workers' Union, who have been in jail for the last

three months on various charges, have been released on bail.

Supreme Court Justice Ford in reviewing the evidence against the defendants characterized it as inconclusive to say the least. The workers charge that their arrest was part of the employers' plan to destroy their union.

Fundamental Problems

Very soon men will realize that the real problems of life and of government are not problems of war, or tariff, but problems of living, of wages, of retailing, of fair profits, of elimination of unnecessary middlemen, of compulsory minimum wages, and of a guarantee that every man and woman shall have a chance to work at a living wage when willing to work, and a pension sufficient to support life when too old to work.—Arthur Brisbane.

The Old Workers

What have you done with the old men

Who're broken by toil and time?

Once they were brave and bold men;

Now they are past their prime.

Now they are aged and juiceless,

Now that their race is run,

Now that they're weak and useless,

Tell us—what have you done?

Have you made their hard lives rougher

By turning them out, in truth,

To shiver and starve and suffer

In a world that was meant for
youth?

Now that they cannot aid you

Nor earn their miner's wage,

For all that their work has paid you

How have you dealt with age?

Once they were young and gay men,

Toiling to make you wealth;

Now they are bent and gray men,

Broken in strength and health.

Have you pensioned these one time bold
men

Or starved them as some men do?

As you have dealt with the old men

May destiny deal with you!

—Berton Braley.

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The Standard of Living and Infant Mortality

Back of all our trade union efforts, says The International Molders' Journal, lies the desire to elevate our standard of living, the necessity of holding our own and going forward, or seeing ourselves forced backward to lowered standards. Our standard of living is determined by the terms of our employment. The amount of wages we receive determine what kind of a place our home shall be, whether a two or three-room apartment in a crowded tenement district, or a five or six-room cottage with pure air and sunlight around it. Our wages determine what kind of food we shall eat and the clothes we shall wear, what opportunities our children shall have, what books and music there shall be in the home, what amusements shall be available to ourselves and our families.

The hours of labor during which we are employed, and the degree of physical and mental labor our work forces us to perform determine the amount of recreation we can enjoy and the self-improvement which we can develop through reading and association with others.

Our standard of living determines what kind of citizens we will be, and what type of men and women our children shall be.

The statistics which have been gathered in this and other countries indicate that the lower the worker's standard of living the less opportunity is there for the children, either physically or mentally. The Federal Children's Bureau has just supplied some interesting data upon this point. The investigation in Montclair, N. J., shows that the average infant mortality was 84 per thousand, while in the wards where the highest standard of living existed the rate was but 39 per 1,000. In Ward 4, where 80 of the 113 tenement houses of the city are located, the death rate was 130 per 1,000. Carrying the subject further it was shown that the wage rate had much to do with infant mortality, as the infant death rate among families receiving less than \$12 per week was twice as

large as in families with an income of \$23 or more per week.

Analyzing still further, it was found that the infant mortality where the fathers were business or professional men, was 41 per 1,000, in the skilled trades group this rose to 74, while among the babies whose fathers were in the unskilled trades the rate rose to 101, slightly over 10 per cent, and twice as high as in the families of business or professional men. Going still deeper into the subject it was found that out of 45 babies born to working mothers, 10 died, while there were but 24 deaths among the 357 babies born to non-working mothers, 22 per cent of deaths among babies born to working mothers, and 6 per cent to the non-working mothers.

But these statistics are but the beginning. They only show the percentage of deaths. What about the babies who do live? To what degree are the children of the low-paid prepared to take up the struggle of life as compared with those whose parents' standard of living was on a higher plane?

In an investigation made a few years ago in Liverpool, England, it was found that at 14 years of age the children of the lower paid workers were 6 3-4 inches lower in stature and weighed 23 1-3 pounds less than the children of the well-to-do.

All statistics gathered upon the subject indicate that the parents' standard of living determines the children's physical and mental strength, and this standard of living is determined by the wages earned and the condition under which labor is performed.

Every advance in wages, every shortening of the hours of labor not only means more comfort and enjoyment of the good things, the necessary things of life, but they also mean better opportunities for the workers' children.

Every year Mike Goldsmith takes pains to deck The Cleveland Federationist out in holiday garb to greet the approach of Labor Day—and this year there is no deviation from custom.

State Council Activities



New Jersey State Convention

The proceedings of the twelfth annual convention of the New Jersey State Council of Carpenters, held at Burlington, N. J., June 18 and 19, show that the organization is making satisfactory progress in that state. At the opening session seventy-nine delegates were seated and there were present also as fraternal delegates, Frank H. Lockwood, Connecticut; Bennett F. Gordon, Massachusetts; Elmer Shoonmaker, New York; G. E. B. Member Dan Post, Pennsylvania. Former Vice-President Quinn, who is president of the New Jersey Federation of Labor was present as a guest as was also T. M. Guerin, G. E. B. member for the first district. The delegates were welcomed by E. Elwood Mount, mayor of Burlington and the Rev. Thomas J. Wright. Introductory addresses were made by President Botterill and G. E. B. Members Post and Guerin.

State President Botterill, in his report to the convention, congratulated the membership in successfully coming through the trade depression of the past year. Never, he said, so far as we know, has our craft been confronted with such a serious and sudden stoppage of building enterprise as took place in the early part of last fall. Thousands of our brothers throughout the country were almost in a moment out of employment. So sudden did the cessation of building occur that for a short time it looked like being a repetition of 1873, but notwithstanding the severity of non-employment, it speaks volumes in favor of the stability and soundness of our organization and of the labor movement in general, that so far as we know, there was not a single organized attempt on the part of one employer to reduce wages, while as individuals, some of the unscrupulous employers may have done so. Yet we have every reason to

be proud of the general membership of our organization, that it put up such a solid and unbending front against any attempt on the part of the employers to break down the foundation upon which we have built. And if we as members of the U. B. needed any proof of the great power and influence that our organization is wielding in the hearts and minds of our membership, the severe lack of employment among our members during the later months of last and the early months of this year, offer full and convincing proof of the loyalty of the great body of our members to our organization, because they sacrificed so much to stand by and bear the shock of want of employment, which was general for a long time, and it is quite pleasing to note that a great number who were compelled to drop their membership are now returning to our fold.

He touched upon the beneficial legislation affecting labor introduced during the last legislature and pointed out that while the labor forces ably backed by assemblyman Arthur Quinn succeeded in putting through the house all labor measures but one, yet, when these bills reached the senate they were slaughtered by the power and influence of the Manufacturers' Association. He said the council's executive board attended the hearings on the compensation bill in a body, one of the most important bills ever introduced in the state on behalf of labor, and he urged the council to assist in the work of passing a bill which will create a board which will have the power to establish rules whereby the injured workman will get the compensation he is entitled to.

President Botterill pointed out the advisability of electing a labor state senator at the next election and encouraged the delegates to get into the field and hammer away at those senators who helped to defeat the bills favorable to

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labor. In concluding his remarks he urged the establishment of a state working card if approved by a state referendum vote and if sanctioned by General President Kirby.

Satisfactory reports dealing with the financial affairs of the council were received from State Secretary John R. Burgess and State Treasurer C. C. Mowel. Brother Burgess' report showed that receipts from the affiliated locals during the year amounted to \$1,508.26 and that the total balance in hands of Treasurer on June 18, 1915, amounted to \$3,318.72.

Thirty-three reports were read from delegates showing trade conditions in different localities in the state. Thirty locals showed the eight-hour day in force, only three working nine hours. The average wage shown by the reports was 49 cents per hour, the lowest thirty cents and the highest fifty. It was revealed also that only thirty-six of the 180 wood-working mills reported were working under union conditions, the remaining 144 were reported unorganized. In the union mills the wages run from \$16 to \$24 per week and the eight-hour day is prevalent while in the non-union plants some men were still working ten hours and the scale of wages is much below the union figure.

Among the resolutions passed by the convention was one endorsing the three shift work plan on the following conditions; that first shift shall be eight hours, regular day; that second and third shifts shall receive eight hours' pay for seven hours' work; that no man working on the day shift shall be permitted to work on either of the other shifts, and that the second and third shifts shall be as near as possible in numbers to the men employed on the first shifts.

Other important resolutions dealt with the organization of the mills and favored a universal working card for the state as outlined in President Botterill's report. The Industrial Relation Commission's work, and particularly the efforts of Chairman Walsh, received the hearty endorsement of the convention.

The election of officers and members of the Executive Board resulted as follows: President, Samuel Botterill; Vice-President, Geo. W. Adams; Treasurer, C. C. Mowel, and Secretary, John R. Burgess. Brothers Wm. Bedlington, E. M. Patton, Frank Griffith, John C. Mottashed, D. F. Gant and A. B. Losey were chosen members of the state Executive Board and Newark, N. J. was named as the next convention city. Before adjournment on Saturday evening, Second General Vice-President Cosgrove installed the new officers.

Colorado State Council

The second annual convention of the Colorado State Council of the U. B. was held in Carpenters' Hall, Colorado, Springs, Colo., and resulted in the election of the following officers for the ensuing years:

President, F. H. Knollman, Local Union No. 1874, Denver; First Vice-President, T. F. Payton, Local Union No. 362, Pueblo; Second Vice-President, G. W. White, Local Union No. 1637, La Junta; Secretary-Treasurer, Bert White, Local Union No. 515, Colorado Springs. Members of Executive Board: W. H. Hayden, Local Union No. 55, Denver; A. W. Parks, Local Union No. 55, Denver; Thomas James, Local Union No. 1874, Denver; Harry Schmit, Local Union No. 362, Pueblo; E. J. West, Local Union No. 515, Colorado Springs; Harry Kneller, Local Union No. 417, Colorado City; C. S. Ouder Kirk, Local Union No. 418, Greeley.

In referring to the status of the U. B. in the state of Colorado, President White in his report to the convention, said that building depression and financial troubles was keeping a number of locals in the remote districts from affiliating with the State Council. Selfish interests have kept others out, but the larger and older locals who have blazed the trail for the labor movement in the richest and most politically corrupt state in the Union have stood loyally behind the council in its most dangerous period—that of its organization. At the first convention held in Pueblo, one

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year ago, time was limited, representation small, and many of the very essential things that are necessary to an organization of this kind were neglected. And, while not all the locals are affiliated, those that are represented are of the loyal, progressive type that are always willing and ready to advance the cause of the craft, and it is now the duty of this convention to make such laws as will advance the interests of the carpenters, not only in this state, but in the United Brotherhood as a whole. "I have, said President White, "suggested, insisted and even threatened some of the locals in trying to get them to affiliate, but with no success, and now that we are chartered under the U. B., even though I disapprove of force in any form, I would suggest to my successor in office that he insist on Section 27 of the General Constitution, which makes it obligatory on all locals to affiliate with state councils, being enforced."

Speaking of the political situation in the state, which, owing to developments during the last two years, has gained nationwide notoriety, he said:

"Politically, Colorado has been in the limelight for a number of years and I doubt very much if it has had an honest election since the Civil War, but of all the corporation controlled, hide-bound political pirates that were ever in office in any state, Colorado has a bumper crop. After corporation gunmen had wantonly murdered men, women and children, shot the stars out of the American flag and then burned to the ground the canvas morgue, does the Honorable Mr. Carlson appeal to every honest, patriotic American citizen to again don the uniforms to build up the state militia, anticipating, no doubt, that "oily" John will soon see it necessary to reduce the wages of the miners. At the last session of the general assembly, nothing was done with the exception of spending the appropriation, a law called the "Workman's Compensation Law," was enacted, supposed to benefit labor, but worded to benefit the insurance companies. Some of the representatives were caught and expelled for per-

jury, others escaped, and after adopting a resolution making it a punishable offense to even criticize the assembly or any state officials they adjourned sine die."

Among the resolutions approved by the convention was one urging the adoption by the U. B. of an old age pension fund for the aid of members who have reached the age of sixty years and have held membership for twenty years, provided they are unable to earn more than 25 per cent of the wages prevailing in their district. These men should be entitled to a pension of not less than \$15 per month, a fund for same to be maintained by levying an additional assessment of 5 per cent per capita per month.

Resolutions were also adopted condemning the trial of John R. Lawson. Closer affiliation was urged with the State Mason's Conference as being of benefit to the craft. It was also decided to direct efforts toward organizing the non-union wood-working mills of Pueblo and Denver. A comprehensive report by the committee on constitution and by-laws was another feature of the convention. La Junta was chosen as the meeting place for the 1916 convention.

The action of the Board of education in outlawing the organization known as the Chicago Teachers' Federation and ordering the members to resign "forthwith" and within three months furnish the Board with satisfactory proof of such resignation, has caused a great stir in Chicago. The labor forces in the city are standing solidly with the teachers and numerous meetings of protest have been held.

Another instance of the manner in which the employing interests gild the oats of servitude is shown by the action of the New Haven Railroad officials. More than two hundred and fifty strike-breakers, picked up on the streets of Boston, to replace striking freight handlers, have been accorded unusual treatment by the company, being housed in luxuriously equipped dining and sleeping cars. "Scabs" are becoming more exacting every day.

Trade Notes



Successful Trade Movements

Newark, N. J.—The strike of the carpenters in the jurisdiction of the Newark District Council for an increase in wages of fifty cents per day ended in a complete victory for the men on September 7, when the Master Carpenters' Association voted to give them \$4.50 per day, as desired instead of \$4.00. About 100 employers attended the meeting at which the increase was decided upon. Prior to that, however, practically ninety per cent of the employers had signed the union agreement. The fact that the strike ended in such a short time, the increase having been demanded September 1, speaks well for the strength and influence of the U. B. in Newark.

Torrington, Conn., L. U. 216.—An agreement has been signed between the members of L. U. 216 and the contractors on a basis of \$3.25 per day until April 1, 1916, and a minimum wage of \$3.50 from that date until April 1, 1919. This is the first written agreement that the local has entered into. Working hours are eight per day. The old rate was 37½ cents per hour.

Drumright, Okla., L. U. 1412.—The members of this local wish to warn all traveling brothers to stay away from Drumright. Although many have been led to believe through newspaper reports that there is work to be had here, such is not the case. The fact is more than half of our members are idle and dozens of outsiders are coming here every day. V. A. Pleasant, president of L. U. 1412.

The trade union is a standing challenge to that miserable old cynicism, "every man for himself, and the devil take the hindmost."

Information Wanted

This is a photo of James Devenport Yelton, a carpenter, notice of whose disappearance from his home in Latonia, Ky., appeared in the September issue of The Carpenter. Yelton is forty years



old with dark hair and grey eyes. He was formerly a member of L. U. 1703. Send information to J. B. Parsons, 1107 Decoursey Ave., Latonia, Ky., or to Mrs. Laura Yelton, Dryridge, Ky., Route 1.

Caplan and Schmidt

(By Eric.)

Out of the ranks of Labor,
Up from the seething mass
Of men who struggle in darkness
Seeking the light of the day;
Stepped two men in the sunlight,
Recruits of the rank and file,
Towering above political leaders
Caring for naught but the truth;
Theirs is a message that's lifting
The usual whine for beggarly mercy
Into a shout of fearless defiance.
Theirs is a challenge to those who are seeking
By wily tricks of the slippery law,
To divert the grip of the toiler
From the throat of those who are crushing
him down,
To do their worst and be damned.
Scorning the pitiful lies
And gossip of weaklings seeking cheap glory.
They'll stand or fall self-reliant,
Strong in their firm conviction,
Rather to sacrifice all
Than barter the cause of Labor
For a pitiful mess of social prestige.

Death Roll



EVERY, JEROME, of L. U. 6, Amsterdam, N. Y.

BURKE, I. N., of L. U. 115, Bridgeport, Conn.

CARLSON, JOHN M., of L. U. 6, Amsterdam, N. Y.

MUMAW, C. R., of L. U. 986, McAlester, Okla.

Information Wanted

Mrs. William Fisher of 716 Sebor St. (second floor) Chicago, Ill., is looking for her husband, William Fisher, formerly a member of L. U. 10, of Chicago.



Fisher went from Chicago to Kansas City, Mo., and became a member of L. U. 61. He was last heard from two years ago in Decatur, Ill., where he joined L. U. 63. Fisher is 52 years old and about 5 feet, ten inches tall. He has a florid complexion and blue eyes.

Information is wanted concerning the whereabouts of Guy W. Haight, formerly a member of L. U. 890, Pittsburgh, Pa., whose wife and children are in destitute circumstances in the latter city. The organization records show that Haight was admitted into L. U. 1108 of Cleveland, O., from his former local on April 5th, and lived at 1096 East 76th St., Cleveland. His wife has not heard from him since April 3. Haight is about 6 feet tall with brown eyes and hair and with very few teeth. He is straight and thin in build and has a reddish complexion. He is thought to be in Detroit or vicinity at present. Address communications to Mrs. Guy W. Haight, 87 Biglow St., Pittsburgh, Pa.

Mrs. J. W. Harris, of 231 Cortlandt St., Houston Heights, Texas, is anxious to find her husband who disappeared



Tuesday, July 20, and has not been heard from. Harris is a carpenter by trade and was a member of L. U. 213.

John Erbe, an ex-member of L. U. 1747 of New York City, disappeared two years ago, deserting his wife and child. Erbe weighs 180 pounds. He



has light blond curly hair, bluish-grey eyes and a pug nose. His wife has appealed to L. U. 1747 to locate him. Send information to Louis Gotthelf, R. S., L. U. 1747.

Für Unsere Deutschen Leser



**Verhandlungen der dritten Vierteljahres-
Sitzung 1915, des General-Ex-
ekutiv Board.**
(Fortsetzung.)

Alton, Ill.—Appellation des Mitgliedes M. J. Walsh gegen die Entscheidung des G. P. im Falle Walsh gegen L. U. 377, Alton Ill., wird under dessen Begründung aufrecht erhalten und die Appellation abge-
wiesen.

Alton, Ill. — Die Appellation A. C. Schwarz gegen die Entscheidung des G. P. im Falle des Appellanten gegen dieselbe L. U. wird in derselben Weise wie oben er-
ledigt.

Montclair, N. J.—Appellation des Mont-
clair D. C. gegen die Entscheidung des G. P. im Falle der L. U. 1122, Bloomfield, N. J., gegen Appellanten. Wird unter der Begründung des G. P. abgewiesen.

St. Petersburg, Fla.—Appellation C. C. Williams gegen die Entscheidung des G. P. im Falle des Appellanten gegen L. U. 531, St. Petersburg. Wird erledigt wie im vor-
herigen Falle; desgleichen nachfolgende Fälle.

Reading, Pa.—Appellation John C. gegen die Entscheidung des G. P. im Falle des Appellanten gegen L. U. 492, Reading.

Herrin, Ill.—Appellation C. C. Cotman's gegen die Entscheidung des G. P. im Falle des Appellanten gegen L. U. 581, Herrin.

Kansas City, Mo.—Appellation des D. C. dieser Stadt gegen die Entscheidung des 1ten General- Vize-Präsidenten, in der er ein Amendement zu den Distrikts-Nebengesetzen mißbilligte.

Cincinnati, Ohio. — Vom D. C. dieser Stadt liegt eine unvollständige Abrechnung vor über die ihm im Jahre 1914 während dem Zustande der „outside“ Carpenter bez-
willigten Unterstützungsgelder. Die Ange-
legenheit wird an den General-Sekretär ver-
wiesen mit der Instruktion von obigem D. C. einen vollständigen Ausweis über die Verwendung der erhaltenen Gelder zu ver-
langen.

15. Juli.

Die Revision der Bücher und Belege der General-Offize wird begonnen und nimmt die Tages-Sitzung völlig in Anspruch.

16. Juli.

Die Revision der Bücher wird fortge-
setzt.

17. Juli.

Monteoin, Pa. — Nach Entgegennahme eines Berichtes des in dieser Stadt tätigen

Organisators, wird der L. U. in Monteoin die Summe von \$108.00 zur Unterstü-
gung ihrer ausstehenden Mitglieder bewilligt.

Die Revision der Bücher und Belege wird fortgesetzt.

19. Juli.

Berth Ambosh, N. J. — L. U. 65 ersucht um ein Gutachten die Wählbarkeit gewisser Mitglieder als Delegaten zur State Federa-
tion Convention betreffend. Da dies eine Gesetzesfrage ist, und es Sache des G. P. ist in allen solchen Fragen zu entscheiden ehe Berufung an das G. E. B. gestattet ist, wird die Angelegenheit an diesen Beamten verwiesen.

Nachstehend verzeichnete L. U.'s ersuchen um Geldbewilligung zu Organisationszwecken, welche sämtlich abschlägig beschieden werden, und wird die Frage der Organi-
sation in diesen Lokalitäten an den G. P. zur Berücksichtigung verwiesen: North Adams, Mass.; Berkshire County D. C.; L. U. 143, Canton, Ohio; L. U. 126, Brooklyn, N. Y., und L. U.'s 309 und 476, New York City; Los Angeles, Cal., D. C.; Birmingham, Ala., D. C.

Die Berichte des General-Präsidenten und diejenigen des ersten und des zweiten General-Vize-Präsidenten für das am 30. Juni 1915 beendete Vierteljahr werden ver-
lesen, denselben zugestimmt und zur Veröf-
fentlichung im „Carpenter“ beordert.

Jackson, Tenn. — Gesuch der L. U. 259 um Entsendung eines Organisations, der seine Tätigkeit den unorganisierten Städten des Staates Tennessee widmen soll. Ge-
such wird an den G. P. zur Berücksichtigung verwiesen.

Newton, Mass.—Der D. C. wünscht Auf-
klärung über die Tragweite des 17ten Pa-
ragraphen der Sect. 43 der Allgemeinen Ge-
setze, welcher sich auf die Zugehörigkeit zur Miliz oder National-Garde bezieht. Das G. E. B. erklärt diesen Paragraphen als un-
wirksam, indem derselbe mit den Civil-Ge-
setzen vieler Staaten und Provinzen im Widerspruch stehe und es unmöglich sei den-
selben in unserer Organisation durchzu-
setzen.

San Francisco, Cal.—Ein Schreiben des Bay County D. C., eine Jurisdiktions-
frage betreffend, wird entgegengenommen und den Akten einverleibt.

Milwaukee, Wis.—Boardmitglied Potts erstattet detaillierten Bericht über die gegen-
wärtige Gemerkslage in dieser Stadt, und seiner Empfehlung einen Organisator dort-
hin zu senden wird zugestimmt.

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Das Spezial-Comite, bestehend aus Duffh, Guerin und Cole, welches ernannt wurde um die von L. U. 84 Akron, Ohio, dem D. C. dieser Stadt und von L. U. 104, Dayton, Ohio, eingereichte Anti-Kriegs-Resolution zu erwägen und diesbezüglich Empfehlungen zu machen, erstattet Bericht. Letzterer wird entgegengenommen und den Akten einverleibt.

20. Juli.

Alle Mitglieder sind antwefend mit Ausnahme Guerin's, welcher auf Gefuch Gomper's, des Präsidenten der A. F. of L., nach Washington entfandt wurde, um an einer Konferenz, den Ausftand in den Remington-Verken in Bridgeport, Conn., betreffend, Teil zu nehmen.

Nashua, N. H.—Von L. U. 1616 ist Bericht über den, feit dem ersten Juli vor sich gehenden Ausftand für Lohnrerhöhung eingelaufen und wird derfelben die Summe von \$96.00 als Streik-Unterftützung angewiefen.

Das Comite welches ernannt wurde um das Refultat der Urabftimmung über das vorgeschlagene Amendement zu Sect. 44 der Allgemeinen Gefetze, fowie des Lehrlings-Vertrags-Schemas zufammen zu ftellen, erstattet Bericht. Demzufolge haben beide Vorfchläge mehr denn die vorgeschriebenen zweidrittel der abgegebenen Stimmenzahl erhalten und find somit angenommen. Der Bericht wird entgegen genommen, zu den Akten gelegt und das Board befchließt, daß obiges Amendement am 1. Oktober 1915 in Kraft treten foll.

Robt, Cal.—Der G. P. unterbreitet eine Mitteilung der L. U. 1641, aus welcher hervorgeht, daß die Fonds der L. U. in einem Gerichtsverfahren mit Befchlag belegt wurden, daß der Fall nun im Appellationsgericht fchwebt und das Board erfucht ist die L. U. in der Befretung der Unkosten beizuftehen. Die gewünschte Summe von \$100.00 wird zu diesem Zwecke bewilligt. Doch foll die L. U. diesen Betrag zurückerftatten nachdem sie wieder über ihre Gelder verfügen kann.

Longview, Tex.—Der G. P. unterbreitet eine Befchwerde der L. U. 1641 über die Abweifung ihres Gefuches um Genehmigung ihrer geplanten Gewerksbewegung zur Verbesserung ihrer Lage, mit der Begründung, daß nicht 55 Prozent ihrer Mitglieder für die Forderung stimmten. Die Befchwerde wird an den G. P. behufs weiterer Unterfuchung des Falles verwiefen.

Nachfolgende zwei Appellationen gegen die Entfcheidung des G. P. werden abgewiesen und letztere unter der Begründung des G. P. aufrecht erhalten:

St. Louis, Mo., im Falle Robt. J. Elliotts gegen L. U. 578, St. Louis.

New York, N. Y., im Falle der L. U. 219 gegen L. U. 48, beide in New York.

Chicago, Ill.—Daniel Galvin, Sekretär-Schazmeister des Diftrikt Councils, er-

fcheint vor dem Board und erstattet detaillirten Bericht über den kürzlich geschlichteten Ausftand in obiger Stadt. Seine Mission besteht darin einen vollständigen Ausweis über die Verausgabung der vom Board bewilligten Streik-Unterftützungen zu unterbreiten. Der Ausweis wird dem G. P. behufs Revidirung überwiefen mit der Instruktion in der nächsten Sitzung des G. C. B. über seinen Befund zu berichten.

St. Catharines, Ont., Can.—Die auf den Anspruch James Carth's, des verstorbenen Mitgliedes der L. U. 38, bezüglichen Dokumente, liegen vor. Der G. Sch. hatte in diesem Falle die Auszahlung der Sterbe-Geldfchentung verweigert, weil der Anspruch nicht innerhalb der in den Allgemeinen Gefetzen spezifizirten Frist erhoben wurde. Der Fall wird an den G. Sch. zur nachmaligen Erwägung verwiefen.

Das von der Aetna Accident and Liability Company in Hartford, Conn., ausgestellte Bürgschaftspapier und Unterpfand zur Dedung der Bürgschaft, welche diese Gesellschaft für die Lokal-Beamten geleistet hat, wird der Obhut des Vorfigenden des G. C. B. übergeben.

Der G. Sch. macht darauf aufmerksam daß eine Anzahl der L. U.'s ihn benachrichtigt haben, daß die gegenwärtig laufende Bürgschaft ihrer Finanz-Beamte erst Ende des Jahres ablaufe und diese deshalb bis dahin um Frist für Bürgschaftsleistung durch Vermittelung der G. O. erfuchen. Das Board entfcheidet, daß es nicht die Macht befige diese Gefuche zu gewähren, da solches mit den Allgemeinen Gefetzen nicht vereinbar wäre.

Die Uebertragung der Summe in Nashville, Tenn., und der National Bank in Nashville, Tenn., und der Summe von \$25,000.00 von der Hamilton National Bank in Chattanooga, Tenn., auf die Indiana National Bank in Indianapolis, Ind., wird gutgeheiffen.

Die Revision der Finanzbücher der G. O. wird fortgefetzt.

21. Juli.

Außer Guerin find alle Mitglieder antwefend.

Parkersburg, Va.—Der L. U. 899 wird die weitere Summe von \$156.00 als Streik-Unterftützung bewilligt.

Von der L. U. 143, Canton, Ohio, und dem Indianapolis D. C. find vollständige Ausweise über die Verwendung der ihnen im Mai und Juni 1915 bewilligten Streik-Unterftützungen eingelaufen, welche zu den Akten gelegt werden.

East Orange, N. J.—Appellation der L. U. 941 gegen die Entfcheidung des G. P. im Falle der L. U. 349 gegen Appellanten, die Aufnahme Tom Collott's betreffend. Wird unter der Begründung des G. P. abgewiesen.

Cincinnati, Ohio.—Bruder Frank Im-

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walle, versehen mit Mandat von L. U. 415 erscheint und ersucht in deren Auftrag um Geldbewilligung zwecks Organisirung der Sägmühlenarbeiter und Kistenmacher. Die Angelegenheit wird dem G. P. zur Berücksichtigung überwiesen.

Die General Beamten werden ermächtigt eine Versicherung im Betrage von \$10,000.00 auf Pressen und Material in der Druckerei der G. O. aufzunehmen.

Auf Gesuch des General-Schatzmeisters wird derselbe ermächtigt alle Applikationen, zu vollem und teilweise zu Benefit berechtigter Mitglieder, für Sterbe-Geldschenkung, welche bis zum 1. Juli eingelaufen waren, zu vernichten.

Ebenso wird der General-Sekretär ermächtigt alle Quittungsbücher und Briefe, die bis zu obigen Datum eingelaufen waren, zu vernichten. Die Revision der Finanzbücher und Belege wird fortgesetzt und beendet. Der Bericht des Rechnungs-Experten wird mit den Büchern verglichen und letztere als richtig befunden.

22. Juli.

Alle Mitglieder, außer Guerin, sind anwesend.

Advokat Carlson ist anwesend und erteilt Rat bezüglich der Versicherung der Angestellten der G. O. unter dem Gastpflicht-Gesetz des Staates Indiana, und beschließt das G. O. diese Versicherung auf Konto der B. B. zu übernehmen.

Boardmitglied Guerin, gegenwärtig in Washington, D. C., benachrichtigt das G. O. telegraphisch, daß die Konferenz betreffs des Ausstandes in den Remington Werken in Bridgeport, Conn., Freitag, den 23. Juli, nachmittags, in dieser Stadt fortgesetzt werde.

St. Paul, Minn.—Gesuch der L. U. 1868 um Geldbewilligung zu Organisationszwecken. Wird abschlägig beschieden, jedoch die Organisationsfrage an den G. P. verwiesen.

Late Charles, La.—Appellation der L. U. 953 gegen die Entscheidung des G. Sch. in der er im Falle des Todes der Ehefrau ihres Mitgliedes, Geo. R. Ash, Sterbe-Geldschenkung verweigerte. Da das Tagebuch und der Ledger der L. U. noch nicht in der G. O. eingetroffen sind, wird der Fall zur Oktober-Sitzung des Board zurückgestellt.

Nachstehend ein Verzeichnis des am 21. Juli 1915 in der G. O. vorhandenen Materials, welches mit dem Vorratsbuche und den Rechnungen verglichen wurde und mit diesen in jeder Einzelheit übereinstimmt.

Applikations-Formulare	121,100
Konstitutionen (englische)	53,481
Konstitutionen (deutsche)	5,827
Konstitutionen (französische)	6,740
Mitgliedsbücher	42,722

Rassenbücher für Schatzmeister ...	946
Quittungsbücher für Finanz-Sekretär	602
Quittungsbücher für Schatzmeister	129
Anweisungsbücher für Protokoll-Sekretär	1,764
Offizielle Briefbogen für L. U.	103,400
Offizielle Briefbogen für Organisatoren .....	.....
Rituale (englische)	3,710
Rituale (deutsch)	92
Rituale (französische)	93
Tagebücher (100 Seiten)	119
Tagebücher (200 Seiten)	119
Ledger (100 Seiten)	212
Ledger (200 Seiten)	166
Ledger (300 Seiten)	125
Ledger (400 Seiten)	106
Ledger (500 Seiten)	2
Nadeln	511
Knöpfe	496
Labels (kleine)	24,466
Labels (große)	113,355
Wleistifte (runde)	38,468
Wleistifte (flache)	9,627
Datenstempel	6

Juwelen.

Abzeichen für Geschäfts-Agenten ...	33
Verloren, solides Gold	2
Ringe, gerolltes Gold	60
Ringe, solides Gold	70
Nadeln, solides Gold	33
Verloren, solides Gold	47
Knöpfe, solides Gold	12

Da keine weiteren Geschäfte vorliegen, wird das Protokoll verlesen und angenommen, und der Board vertagt sich, um Montag, den 11 Oktober 1915, in der G. O. wieder in Sitzung zu treten.

Achtungsvoll unterbreitet

Frank Duffy, Sekretär.

Wichtig für Refordierende Sekretäre

Das vierteljährige Zirkular für die drei Monate Oktober, November und Dezember das vierteljährige Passport enthaltend, ist an alle Lokalunionen geschickt worden. Damit sind 6 Blankets für die Finanz-Sekretäre. Drei davon sind an die General-Offize zu senden für die Monate Oktober, November und Dezember und die andern drei sind auszufüllen und für zukünftige Referenzen zu behalten. Auch sind sechs Blankette für den Schatzmeister, welche zum versenden des Geldes an das Hauptquartier zu gebrauchen sind.

Refordierende Sekretäre, welche dieses noch nicht erhalten haben, sollen sofort Gen.-Secht, Frank Duffy, Carpenters Gebäude, Indianapolis, Ind., benachrichtigen.

Département Français



Avis Important

Nous avons l'honneur d'informer les membres de l'Union Fraternelle, de langue Française, qu'une erreur d'imprimerie s'est glissée dans l'édition française de notre constitution et lois, en vigueur le 1er Mars, 1915.

La dernière ligne de la section 52 des lois générales, page 50 regardant les donations des membres semi-bénéficiaires dit: "Membres pendant six ans ou plus \$125.00" devrait être ainsi conçu, "membres pendant dix ans ou plus \$125.00."

Les officiers et membres des unions locales Franco-Canadiennes devront faire les rectifications nécessaires dans les copies françaises de la constitution et lois qu'ils ont en main.

Nous appelons aussi votre attention sur le paragraphe 3, de la section 13 de la constitution et lois ainsi conçu, "Le langage et l'interprétation de la constitution et des lois telles qu'elles sont imprimées en Anglais devront être les seuls par lesquels l'Union Fraternelle sera gouvernée.

Notre Trente-Quatrième Anniversaire (Par Frank Duffy, S. G.)

(Suite)

La réduction des heures de travail a donné de l'emploi à des milliers d'hommes qui se seraient trouvés sans emploi si le vieux système de travailler du soleil levant à son coucher était resté en vigueur.

De notre département d'assurance seul nous avons payé durant les trente-quatre dernières années la somme de \$4,051,709.91 en bénéfices d'incapacité et de mortalité, tandis que nos Unions Locales ont payé \$2,600,000 en bénéfices pour maladies.

Les grèves et cessations de travail nous ont coûté au delà de \$1,300,000.00

et l'ouvrage d'organisation a coûté au delà de \$1,200,000.00.

Aux autres organisations en détresse nous avons donné le montant de \$350,607.26, ceci démontre ce que nous pouvons accomplir en étant unis pour leur bien être. Nous avons fait beaucoup de bien, dans notre temps, en soulageant nos membres, du lourd fardeau qui pesait sur eux, nous avons établi des meilleures conditions de travail, nous avons combattu pour avoir des meilleures demeures et des meilleures manufactures, ou moulins; pour travailler, nous avons exigé des meilleures instructions pour nos enfants, nous avons visité les malades et donné la sépulture à nos membres défunts et nous avons pris soin des veuves et orphelins.

Nous pouvons dire que notre travail a été grand, digne et noble, nous sommes fiers de notre record, il peut être favorablement comparé à toute autre organisation et même en surpasser plusieurs.

Bureau Exécutif Général

Entre les conventions l'organisation est gouvernée par le Bureau Exécutif Général composé de onze (11) membres comme suit: Président Général, Premier Vice-Président Général, Secrétaire Général, Trésorier Général et un membre pour chacune des sept divisions, les divisions sont comme suit: Division No. 1 Maine, New Hampshire, Vermont, Massachusetts, Rhode Island, Connecticut, New York, Province du Nouveau Brunswick, Nouvelle Ecosse, et Terre-Neuve.

Division No. 2. New Jersey, Pennsylvania, Delaware, Maryland, Virginia, West Virginia, et le District de Colombie.

Division No. 3. Kentucky, Indiana, Illinois, Ohio, Michigan, et Wisconsin.

Division No. 4. Caroline du Nord et Sud, Floride, Alabama, Tennessee, Mississippi, Arkansas, Louisiane, Porto Rico, et Cuba.

Division No. 5. Minnesota, Nord et

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Sud, du Dakota, Nebraska, Iowa, Kansas, Missouri, Texas, Oklahoma.

Division No. 6. Washington, Montana, Oregon, Idaho, Wyoming, Californie, Nevada, Utah, Colorado, Arizona, Nouveau Mexique, Alaska, Colombie Britannique, Mexique et les Iles Hawaiian.

Division No. 7. Dominion du Canada, à l'exception des provinces du Nouveau Brunswick, Nouvelle Ecosse, Colombie Britannique et Terre-Neuve.

Bureau Général

A la Convention de Milwaukee en 1904, le Secrétaire Général Duffy recommandait d'acheter un site pour les quartiers généraux dans la ville de l'Indianapolis, Ind. au nom de la Fraternité Unie, cette proposition ne fut pas reçue favorablement par la convention et la question a été abandonnée pour le moment, néanmoins à la Convention suivante qui a eu lieu en 1906 aux Chutes Niagara, N. Y. le Secrétaire Général renouvela sa recommandation et après une discussion animée la proposition fut adoptée unanimement, et cette action de la Convention a été soutenue par le vote referendum des membres, et les Officiers Généraux furent autorisés de procéder avec les travaux. Après beaucoup de recherches pour une propriété convenable pour des quartiers généraux, il fut finalement décidé de se procurer un lot à bâtir de 60 pieds de front sur 123 pieds de profondeur au No. 222 & 224 rue Michigan Est., Indianapolis, Ind. Le contrat fut préparé et le transfert a été fait et le lot payé le 28 février 1908. La première pelletée de terre a été jetée par l'ex-Président Général Huber, le 17 juin 1908. Les travaux d'excavations pour la foundation de nos Quartiers Généraux ont commencé le 22 avril 1909. Quoique les travaux ne fussent pas complètement finis nous avons déménagé et nous avons pu transiger nos affaires sans trop d'ennui car les ouvriers y travaillaient encore. Le 22 juillet 1909 notre bâtisse a été officiellement inaugurée, des représentants de notre organisation de toutes les parties du pays étaient présents: Frank Morrison.

Secrétaire de la Fédération Américaine du Travail fut l'orateur principal. Nos quartiers généraux sont connus sous le nom de Bâtisse des Charpentiers (Carpenter Building), la façade est de 60 pieds, la profondeur de 100 pieds, elle se compose de trois étages et d'un soubassement. Elle est en brique et la charpente est en acier, elle est aussi à l'épreuve du feu, sa construction est des plus modernes et c'est quelque chose dont nous pouvons être fiers.

Notre Imprimerie:

A notre dix-huitième Convention Générale tenue à Indianapolis, Sept. 1914, le Président Général Kirby recommandait l'établissement d'une imprimerie dans nos quartiers généraux, cette proposition a été adoptée sans opposition par la Convention, et approuvée par un vote referendum des membres; depuis plusieurs mois on poussait avec activité à l'installation des presses, qui est presque terminée. Ce numéro du Journal officiel, The Carpenter a été imprimé sur nos presses dans notre bâtisse; qui peut dire que l'on ne fait pas de progrès. La Fraternité Unie des Charpentiers et Menuisiers d'Amérique donne un exemple à tous ceux qui peuvent et veulent la suivre.

L' Histoire De L' "Union Label"

La marque syndicale ou "label" est sans contestation un produit du mouvement syndical américain. Elle a été employée premièrement par les cigariers comme mesure de protection des ouvriers blancs contre la concurrence chinoise. Les cigariers blancs de San-Francisco souffraient fortement de la concurrence des Chinois et, en 1875, une organisation locale de la Société des cigariers des côtes du Pacifique, inscrite selon la loi de Californie, fit enregistrer une marque protégée. La marque était en papier blanc et était collée sur les caisses de cigares; elle portait l'inscription suivante "Société des Cigariers. Les cigares de cette caisse sont faits par des ouvriers blancs." Cette marque a été apposée officiellement par la Société des

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Cigariers des Côtes du Pacifique, elle est reconnue légalement." Il semble que cette marque a eu pendant un certain temps une influence prépondérante et a fait diminuer les affaires des Chinois en faveur des établissements blancs. Les efforts de ce syndicat local pour assurer une clientèle aux cigariers blancs de San-Francisco n'eurent pas un effet durable parce que les cigares étaient importés des Etats de l'Est pour couvrir les besoins en cigares confectionnés par les ouvriers blancs. En 1879, la Société des Cigariers de St-Louis affiliée à la Fédération centrale des cigariers introduisit une marque syndicale au Congrès de septembre 1880. En ce moment, la Fédération centrale soutenait une lutte à New-York contre la fabrication des cigares à domicile et elle tenta également d'empêcher la fabrication des cigares dans les prisons. Il apparaît clairement que le Congrès considérait la marque syndicale comme une arme dans cette lutte. La marque syndicale de la Fédération centrale des Cigariers fut un succès; ce fut le moyen qui fit de la fédération un facteur si puissant.

La deuxième période de l'histoire de la marque syndicale est caractérisée par son introduction dans d'autres fédérations, elles s'en servaient de moyen pour lutter contre certaines formes de concurrence dont elles avaient à souffrir. On peut dire que de 1880 à 1890 la marque syndicale n'était pas considérée avant tout comme un moyen d'appel à l'aide des syndicats, mais comme moyen de faire appel au public pour s'opposer à des faits rencontrant la désapprobation générale. Les seules fédérations centrales qui introduisirent la marque syndicale avant 1890, en dehors des cigariers, furent les chapeliers (1885), la Typographie Germano-Américaine (1885), la Fédération des typographes (1886), les tailleurs de confection pour hommes (1886), les tonneliers (1886), les boulangers (1886), les tailleurs sur mesure (1886), les mouleurs (1887), les cordonniers (1887.) La marque syndicale ne joua un grand rôle dans aucune de ces fédérations avant 1890, quand les

syndiqués découvrirent que seul l'appel aux camarades des organisations pouvait avoir de l'effet.

En 1913, la Fédération américaine du Travail groupait 111 fédérations centrales, parmi lesquelles 54 employaient la marque syndicale pour faire connaître les marchandises produites par leurs membres.—L' Ouvrier Sur Bois.

Avis Aux Secretaires Archivistes

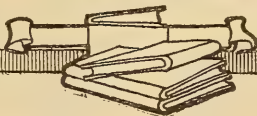
La circulaire trimestrielle couvrant les mois de Juillet, Août et Septembre et contenant le mot de passe a été envoyée à toutes les unions locales de l'Union Fraternelle. Sous le même pli, vous trouverez six imprimés pour le S. A. Trois devront être employes pour les rapports à l'office général pour les mois de Juillet, Août et Septembre et les autres serviront de duplicates et devront être conservés dans les archives. Aussi, vous trouverez six imprimés pour le trésorier, qui devront être employes quand vous envoyez de l'argent à l'office général.

Les secrétaires qui n'auraient pas reçu cette circulaire et ces divers imprimés au moment où ils recevront le journal devront en informer immédiatement le secrétaire général Frank Duffy, à la maison des Charpentiers à Indianapolis, Indiana.

The New York Constitutional Convention, despite the opposition of reactionaries, did much good constructive work. The proposed amended constitution provides for home rule for cities and counties. It permits the legislature to abolish "sweat shops" and prohibits manufacturing in dwellings. It provides for a commission to protect and develop the state's natural resources. The legislature is empowered to make sufferers from occupational diseases beneficiaries of the workmen's compensation law and the payment of mothers' pensions is permitted.

The difference between one man and another is not mere ability—it is energy. —Arnold.

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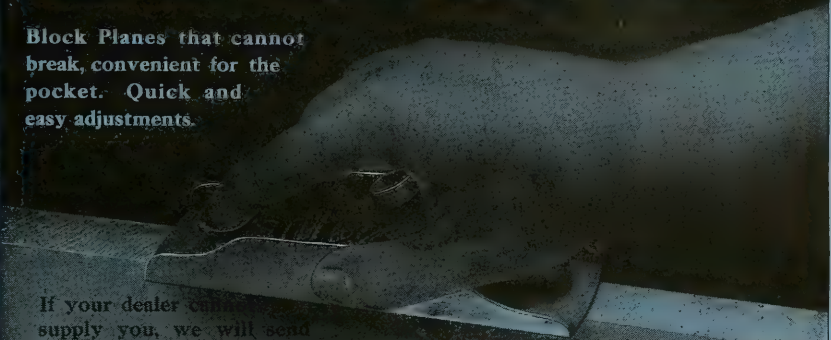
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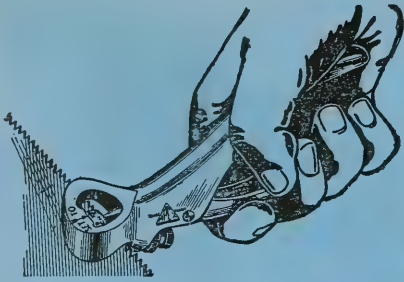
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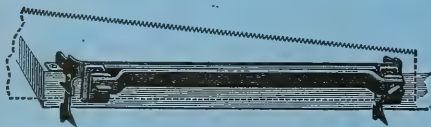
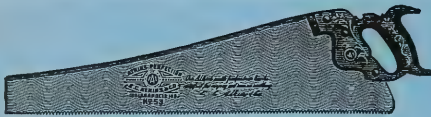
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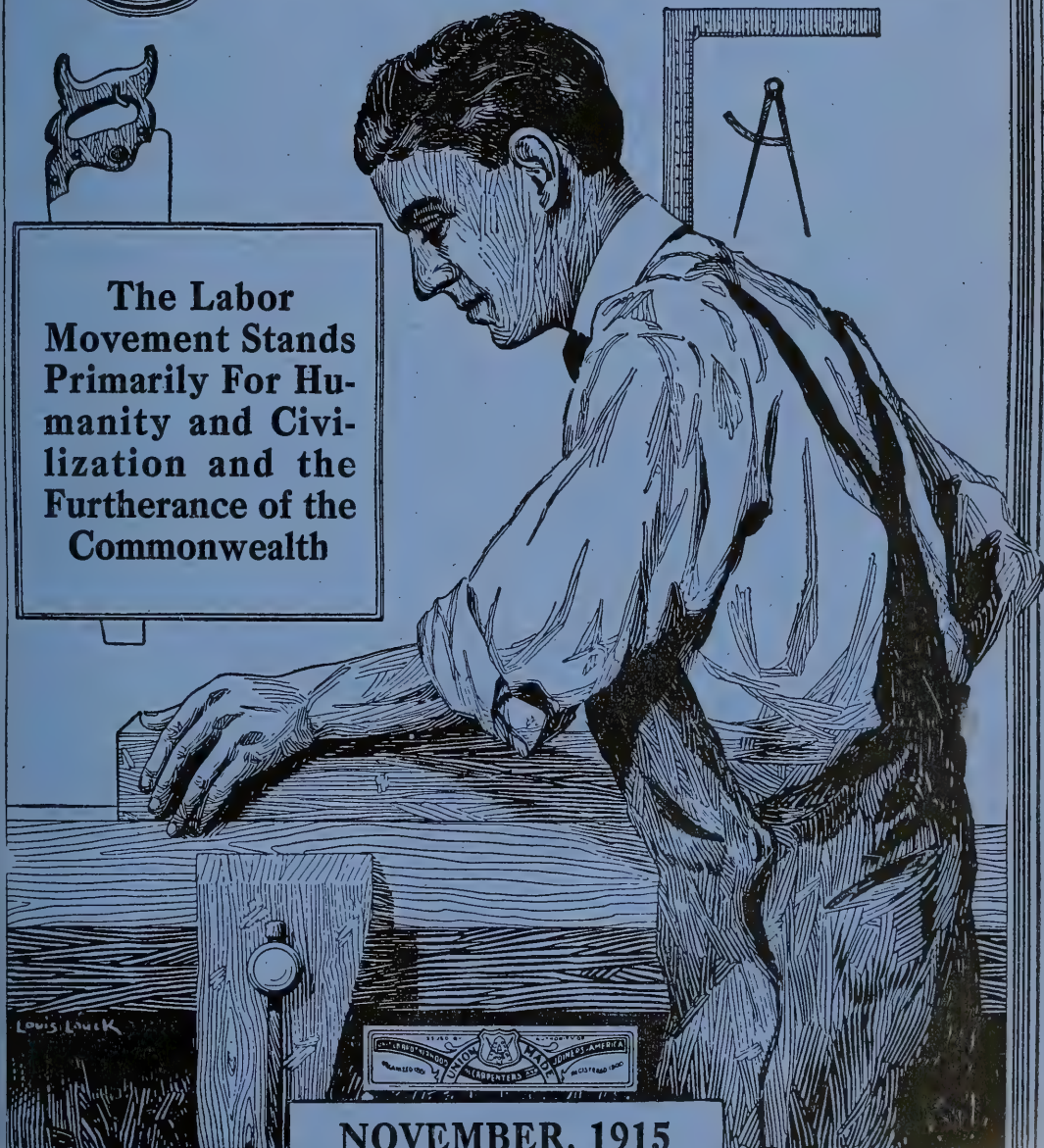
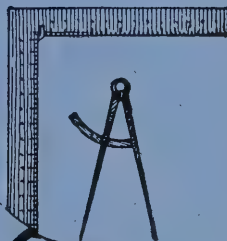
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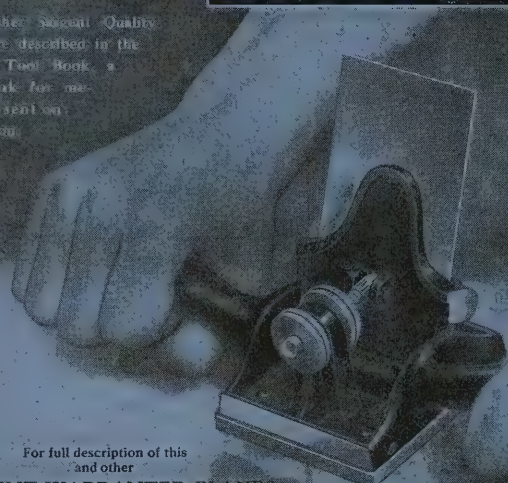
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NOVEMBER, 1915

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THE CARPENTER

A Monthly Journal for Carpenters, Stair Builders, Machine Wood Workers,
Planing Mill Men, and Kindred Industries.

Entered July 22, 1915, at Indianapolis, Indiana, as second class mail matter, under the Act of
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Established in 1881

INDIANAPOLIS, NOVEMBER, 1915

One Dollar Per Year
Ten Cents a Copy

Hail and Farewell!

*We drape the charter on the wall,
And bow our heads in grief
While every member in the ranks
Mourns our departed chief;
In manhood's prime, sore stricken down,
Death came with sudden call,
Leaving no time to say goodby
To comrades, one and all.*

*With us his memory shall live,
Our movement shall not fail,
Inspired by thoughts of such as he,
Who helped the cause prevail.
He was a man of noble mind,
In counsel wise, of courage true.
Sleep, comrade, friend and counselor,
Our grief goes out to you!*

The Passing of Brother James Kirby

General President

United Brotherhood of Carpenters
and Joiners of America

1913 - 1915



ON the afternoon of Wednesday, October 13, under a leaden, rain-swept sky, all that was mortal of our late beloved brother, General President James Kirby, was laid to rest in Holy Cross cemetery, Indianapolis, in the presence of a large concourse of sorrowing friends and relatives.

Rarely has the passing of a labor leader been marked with a greater manifestation of grief than that which went out spontaneously to him—a grief truly touching in its intensity—which was not confined to the members of his own organization but which also found expression throughout the length and breadth of the American labor movement.

A more representative gathering of labor leaders has seldom been witnessed outside of an A. F. of L. convention than appeared to pay the last sad tribute of respect to Brother Kirby's memory, while members of the U. B. of C. and J. of A., came from far and near to testify to the esteem in which they held him and to voice the pain which filled their hearts at the sudden demise of one whom they were proud to call a beloved leader, friend and brother.

The death of "Jim" Kirby, in the noontide of his mature judgment and great executive ability, is, as has been aptly said, "a well-nigh irreparable loss" to the organization of which he had become so vital and virile a part; so much so, in fact, that we find it a difficult task to express the pent-up feelings of his brother General Officers and the rank and file of the United Brotherhood of Carpenters now that he is gone.

Truly, he was a born leader and a "big" man in every sense of the word—a whole-souled, manly fellow, full of zeal and energy for the cause for which he lived and labored, the cause of the struggling members of our craft and of the toiling millions throughout the land. For the furtherance of that cause he worked with a singleness of purpose and an industry which, as one looks



back upon it now, was an inspiration and a lesson for all who follow in his footsteps.

Action was the guiding principle of his career. Essentially a man of few words and of great modesty of demeanor, he deprecated eulogy or praise with the ruddy, jovial spirit of one who was very much alive. With him, to work was to live; and he was content to do his duty as he saw it, without fear or favor. For one enemy that he made, he gained a host of friends—friends who remained steadfast in their friendship unto the end. His judgment was unusually sound and reliable and he was a keen reader of men. He came to a decision without loss of time and having once decided upon a course of policy brought all the energy of his nature to the task of carrying it through successfully.

The ability which he brought to his duties as General President is patent to all today. To him, in large measure, is due the present successful status of our organization. Many lines of policy worked out by him have justified the wisdom and judgment which conceived them. Others are in process of development and are left to his successor, his brother General Officers and the rank and file to see that they are accomplished.

Perhaps, our greatest heritage, however, is the ideal which he leaves of a greater, broader, bigger United Brotherhood of Carpenters and Joiners of America, embracing all and every branch of the wood-working craft, in harmony and agreement with every other trade in the industrial world, and, with them, working toward the achievement of that full measure of social justice for which the toilers struggle.

His untimely death—the cutting off in the prime of his vigorous manhood with an undoubted career of greater achievement before him—is one of the tragedies of life, a tragedy which, after all, falls heaviest upon the wife and sons left to mourn his loss, and to whom our sympathies go out whole-heartedly in their great bereavement.

The name of **James Kirby** is written in letters of gold on the records of the United Brotherhood of Carpenters and Joiners of America. There it stands out vividly as an inspiration and as an example—especially to the younger members. Can any higher tribute be paid his memory than to ask that they strive to emulate his noble life of service, his high-principled, conscientious zeal for the interests of his own craft in particular and for the uplift of all struggling wage earners in general? We think not!

“Jim” Kirby was, in truth, a big man—one whose innate modesty prevented our giving due recognition to his bigness in life. In death we realize it to the full.

DEATH AND FUNERAL SERVICES



THE death of General President Kirby, news of which came with tragic suddenness to the members of the U. B. throughout the country, occurred at the Methodist hospital, Indianapolis, on Friday, October 8. Death was due directly to appendicitis, which developed in acute form following an attack of ptomaine poisoning suffered two weeks previously in Washington, D. C., while in that city attending to business of the U. B. Up to Monday evening, October 4, he was able to attend to his duties at the General Office and his condition did not alarm his friends until Thursday, when he was hurried to the hospital and immediately operated on. He never rallied afterward and passed away the following morning at 8:45 o'clock.

The report of his death spread with great rapidity and caused a great sensation in labor circles generally. In Washington, Chicago, Indianapolis, New York and other cities warm tributes were paid to his memory. In Chicago, especially, the news of his death caused a profound impression among the old friends and associates who had worked and struggled by his side in the stirring days of the past when the U. B. and the labor movement generally had nothing like the power and influence possessed today.

Brother Kirby was born fifty years ago near Kankakee, Ill., and came to Chicago when a young man. There he joined L. U. No. 199 of South Chicago, working at his trade as a millwright. His strong force of character and great natural ability soon brought him to the front in the local labor movement where one of his first achievements of note was the bringing of the millwrights of Chicago under the banner of the U. B. He served a number of terms as president of the Chicago District Council and later became president of the old Structural Building Trades Alliance. This organization later formed the nucleus of the present Building Trades Department of the A. F. of L., of which Brother Kirby became the first president.

He held the presidency of the Building Trades Department until 1910, in which year the U. B. was suspended from the department as a result of the "metal trim" controversy. During the last fourteen years he was prominent as a delegate at the General Conventions of the U. B., and served as a delegate to the conventions of the A. F. of L.

He was elected General President of the U. B. following the Washington, D. C. convention in 1912, succeeding Twelfth General President Wm. D. Huber. He served his first term with distinction and was re-elected without opposition following the Indianapolis convention last year. The plan of consolidation between the U. B. and the Amalgamated Society of Carpenters whereby the members of that organization in the United States and Canada became part of the Brotherhood was effected during

his first term of office. As a result of his death, First General Vice-President William L. Hutcheson automatically becomes General President and will serve Brother Kirby's unexpired term of office.

Brother Kirby is survived by a widow and two sons, Harry, a student at Illinois University, and Charles, of Chauwin, Alberta, Canada. He also leaves a brother, John Kirby, of Chicago, and a sister, Mrs. Frances Harwood, of Crescent City, Ill.

Upon the death of our General President the facade of the U. B. Headquarters Building was suitably draped in mourning colors and the General Office became the rendezvous of numerous members of the organization, delegations and visitors who came to pay tribute to Brother Kirby's memory. All official business was suspended until after the funeral services by order of the G. E. B.

The funeral took place Wednesday afternoon, October 13, at 3 o'clock and was one of the largest ever witnessed in Indianapolis. Leaders in the labor movement and members of the U. B. from various parts of the country were present, including President Gompers, of the A. F. of L., who delivered an eloquent and impressive oration at the graveside. The pallbearers were General Vice-Presidents Hutcheson and Cosgrove, General Secretary Duffy, General Treasurer Neale, G. E. B. members Guerin, Post, Potts, Ogletree, Blackmore, Cole, Martel, and President John A. Metz, of the Chicago District Council.

Brother Gabriel Edmonston, who was the First General President of our organization, was a prominent figure at the funeral. Despite his advanced years he journeyed from his home in Washington, D. C., out of respect to the memory of Brother Kirby, whom he greatly admired. Fifth Vice-President Alpine of the A. F. of L., Secretary William J. Spencer, of the Building Trades Department; President John P. White and Vice-President Frank J. Hayes of the United Mine Workers of America; President Marsden G. Scott and Secretary-Treasurer J. W. Hays of the International Typographical Union; President F. X. Noschang and Secretary-Treasurer Jacob Fischer of the Journeymen Barbers' Union; President A. P. Sovey and Secretary-Treasurer Walter N. Reddick of the International Bookbinders; President Bowen and Secretary Wm. J. Dobson of the Bricklayers' Union; Richard H. Metcalf and John Gill, officers of the International Moulders Union; Secretary-Treasurer Harry Jones of the International Bridge and Structural Iron Workers; President Thos. A. Ricket of the United Garment Workers and John Morrison of New York, were among the visitors present. Members of our organization came from various parts of the country among whom were the following:

William B. Macfarlane, John Flynn, George Lakey, D. F. Featherston, Jos. B. Fox, Jos. A. Gabriel, J. A. Ryan, Thos. Hickey, A. Johannsen, Wm. D. Huber, John Wolfinger, Wm. Loos, H. R. Kline, Wm. P. Patton, David Ewing, Henry Koch, James Bell, Carsten Christiansen, M. L. Baade, C. L. Dougherty, George W. John-

son, J. A. Goathin, R. Adams, F. Feeney, W. T. Allen, Wm. J. Kelly, F. C. Plambeck, B. J. Whitman, John O'Connor, Chas. Roglorn, John Lee, R. W. Relso, Chas. Kanoradt, J. Olsen, P. Baker, R. J. Torkelson, Jens Jensen, O. Thompson, T. F. Church, F. Korsjaerd, T. L. Thompson, J. C. Johnson, Pricherd, W. S. Schardt, H. A. Pohlman, A. Schultz, E. Kruger, J. Mockler, J. Cornwall, J. Panjey, T. Cruise, B. Harlan, V. Daniels, Jas. Smith, A. Huska, L. E. Nysewander, Harry Hammond, C. W. Chapman, J. D. McKinlay, John Carroll, Wm. Brims, Lawrence Olsen, Ed. Baumann, Michael Froy, J. McLeod, J. A. Dusek, John R. Stevenson, John F. Lee, O. E. Woodbury, W. Shogren, D. J. Ryan, John McKendry, Gus. Stange, Edmond Wiseman, Jos. Julien, Jacob Olson, Paul Hudon, Thos. F. Church, C. A. Aman, Charles Roglan, A. Hann, A. Droeh, H. M. Kenth, Geo. T. Walker, Peter Hanlon, Theo. J. Lehvelt, Chas. Rimen, J. J. Day, Daniel O'Connell, R. H. Metcalf, John Gill, Ed. Melvin, Ed. Lindquist, Gus Lindquist, and Messrs. White, Robinson, Bromley, Brims, Osterhouse, Keyes, Larsen, Schultz, Woodbury, Flynn, Wiseman, McKinley; Brown, Giffey, Christiansen, Beard, Baumann, Pritchard, Dusek, Stevens, Carroll, Dueul, McKendry, Adams, Olsen, Grassl, Flynn, Brown, Wolf, Proskaski, Griffey, R. P. Brindell and Daniel Galvin.

There were floral tributes in great profusion from members of the U. B., the officers of International Unions and labor bodies, and from personal friends which furnished added striking testimony of the high regard and esteem in which our late General President was held.

GOMPERS SPEAKS AT CEMETERY

When the casket containing the remains of our late General President had been lowered into the grave, and prior to the recital of the U. B. burial ritual by First and Second General Vice-Presidents Hutcheson and Cosgrove, President Samuel Gompers, of the A. F. of L., paid a touching tribute to the deceased. He spoke in a subdued tone of voice, tense with emotion, and said:

"Mrs. Kirby, both of the young sons and children of our departed friend, and friends:

I find it truly difficult to fulfill the mission which has just been given me, to express my feelings and to express the feelings of the men and women here assembled on account of the passing of this great man, for, indeed, I cannot express by feelings adequately. I cannot express that which is in the hearts of those here assembled, and less than all can I express the feelings of the countless thousands of men and women of toil throughout the continent of America who are not here and whose silent voices must remain unexpressed in words.

None knew our departed friend but who loved him. He was a man of remarkable parts, a strong man, and the strongest char-

acteristics of his whole make-up were plainness of conduct, a truth of procedure, a firm determination to do the right, and withal, a kindliness of spirit and heart mingled with his every day's work.

I knew Jim Kirby and knew him well. In the local labor movement of Chicago he soon made his mark, for he made his impression. He was a natural born leader of men. No men ever came in contact with him but who were impressed with the ripeness of his judgment, the singleness of his purpose, the nobleness of his spirit and the kindliness of his heart.

I knew him fairly well in his domestic life, and he carried the spirit of his life into his home. His attitude toward his wife and his children, and when I speak of his children I mean not only his natural, legitimate children, but also those who became acquired to his family by marriage ties—was one embodiment of love and affection and devotion. His wife, he always graciously and lovingly referred to as "Mother." He loved his children and his grandchild. It is only a few weeks ago since he came to Washington in connection with important work of the Brotherhood, and meeting there, he recounted incidents of recent occurrence—of his home, of his visit to his son and daughter-in-law and his grandchild, a little tot four years old. And the gleam, and the happiness, and the satisfaction and the idealism of the man and his expression were indeed infectious, and no one heard him but felt deep down in their hearts that Jim Kirby—Jim, whom we always called with that familiarity and affection, and whom no one dared call by any other name who counted him friend—lived the right life.

He was not given to oratory, he was not given to many words when few would suffice, but he never said "Yes" but what he carried out the affirmative of his expression; he never said "No" but it was said with the emphasis and character of his whole life. He weighed his words and he took time for his judgment. Quick of action and thought in reaching a conclusion, it was always with an effort to reach the best result in the least possible offensive way and loss of time.

What can we say? In the flesh he is no more; we have seen his remains lowered in this casket, and all that remains physically of Jim Kirby is gone. But is he really dead to us? Is there no thing living from which we can gather hope and inspiration? Alas for his good wife and his family—to them his going is an irreparable loss! The husband lives no more, the father, the grandfather exists no longer. Their loss is irreparable. The loss to our movement, the loss to the United Brotherhood of Carpenters and Joiners of America is well-nigh irreparable. It is exceedingly difficult for the Brotherhood to fully supplant Jim Kirby, with all the attributes of his masterful character.

But the movement of labor is the irresistible movement for justice and humanity, for freedom and righteousness the world over. And as time goes on, men must take his place—the place

made conspicuously vacant by his going. The movement and the spirit must go on. It is everlasting, it is eternal, and all that we can say is that the membership of the Brotherhood of Carpenters and Joiners of America, wherever they may be located, owe a debt of gratitude and an obligation to the work and the memory of Jim Kirby, and to the members of his family whom he leaves behind. And the tears and the hopes of the toilers of America, the assuage and the consolation and the sympathy that well out of the heart and the conscience of the members of the Brotherhood of Carpenters and Joiners of America must circle around the family of the great departed.

No one can take his place to you, my dear, good woman in your bereavement! But if there be any hope and comfort and consolation in the good will and hope of these men who are true in their following of this great man who called you wife and mother, accept it—accept it from the innermost recesses of our hearts and souls. It is yours, not for the asking, it is yours by right, as well as out of our desire to pay tribute to his great life and to your great love and devotion.

And to you, men and friends in the cause of labor, in the struggle for freedom, justice and humanity, let his life's work be a lesson! Let us all, in our own way, big or little, large or small, as the opportunities may come, do our share in this great life's work, this struggle of the human family for brotherhood. If we but do our share we shall pay the greatest tribute to what Jim Kirby would have us do. We want to live the life that he lived and to which he aspired, and we may be all beneficial to the men and women of our time and the children of today, the manhood and the womanhood of the future, upon whom depend the successful achievement of our hopes and struggles.

And now, to this sad hour and sad event, overwhelming as it is, yet it brings comfort to us in this way: the life that he led is an inspiration and must prove an inspiration to us all. As we depart, don't let this be the last thought of our obligation; we owe something to the woman who has given her life to this magnificent character; we owe it to ourselves and to each other, and to the great cause in which we are enlisted, the great cause we represent, the great cause for which we hope and believe that the time will come when a brighter day shall dawn upon the world, and the children of men shall come into the full noon-day of their glory and the brotherhood of man be an accomplished fact, and the rule of unity, and justice and right shall be the prevailing practices of our every-day life.

And to you, Jim—you're gone. It was a handshake so hearty that we had only a few short hours ago! You're gone, and you've left a very big void in my heart! You were a man with all that that implies—a real man, a genuine man, a red-blooded man, a friend!

Peace be with you."

LABOR MOVEMENT MOURNS OUR DEAD LEADER

From the moment the news of General President Kirby's death was carried over the wires to various parts of the country messages of sympathy began to pour into the General Office. These were in the form of telegrams, letters of condolence and resolutions, expressive of the grief felt by friends and associates at the loss sustained by his family and the United Brotherhood of Carpenters and Joiners. We give some of those received herewith:

From A. F. of L. Officials

"Washington, D. C., Oct. 8, 1915.

Your telegram announcing the death of General President Kirby came as a terrible shock. We thereupon met as officers of the American Federation of Labor and its departments to give expression to our great sorrow. Jim Kirby was a real man, a magnificent character, a staunch advocate of the toilers, a great President of your Brotherhood. His loss is a severe blow to all. In the name of the American Federation of Labor, its departments, as well as our own, we extend sincere sympathy to his family, his host of friends, your Brotherhood and the labor movement in general.

SAMUEL GOMPERS,
FRANK MORRISON,
THOS. J. WILLIAMS,
WILLIAM J. SPENCER,
A. J. BERRES,
THOMAS F. TRACY."

"Bloomington, Ill., Oct. 9.

I cannot express the regret the news of James Kirby's death has caused me. He was a great, big splendid trade unionist. What a loss he will be to all who knew him. James Kirby accomplished a great work during his lifetime, and memory of him should long remain with every humane man and woman in our country. Please extend to his family and your Brotherhood my sincere sympathy and regret.

JOHN B. LENNON,
Treasurer, A. F. of L."

"Quincy, Mass., Oct. 11, 1915.

Information that our friend James Kirby, President of your Brotherhood has very suddenly passed the great divide was a great shock to me. But a few days ago I saw him well, happy, and making plans for additional constructive work for your organization and which also meant much for the general labor movement. He was a practical man in all his transactions, cautious yet progressive, calm, yet alert in the full performance of his duty. The labor movement loses a great advocate, but especially does your Brotherhood lose one of its most earnest and efficient officers. I mourn with you in your untimely loss and also ask you to convey to his bereaved family my humble but heartfelt condolences in their almost unbearable bereavement. Some one else will take his place in your Brotherhood and will be inspired in the work by James Kirby's quiet effective aggressiveness, but a gap has occurred in his family circle neither time nor incident can heal.

JAMES DUNCAN,

First Vice-President, A. F. of L."

"Washington, D. C., Oct. 8, 1915.

Your telegram announcing the sudden death of President Kirby came to me as a shock, the like of which I have not experienced in years. Your Brotherhood has suffered a great loss, the labor movement a staunch supporter, and all lovers of

liberty a true friend. Jim Kirby was a real man, human in all things. I mourn his death with you.

JAMES O'CONNELL,
Second Vice-President, A. F. of L."

"Philadelphia, Pa., Oct. 8, 1915.

Your telegram just received and can hardly realize President Kirby is dead. I am sincerely sorry and would request that you extend to his wife and family the expression of my profound sympathy.

DENNIS A. HAYES,
Third Vice-President, A. F. of L."

"St. Louis, Mo., Oct. 8, 1915.

I am very much shocked and deeply grieved to hear of the death of James Kirby. Please accept expressions of our heartfelt condolence and sympathy.

H. B. PERHAM,
Sixth Vice-President, A. F. of L."

From Building Trades Department

"Washington, D. C., Oct. 9, 1915.

The officers of the Building Trades Department desire to extend to the officers and members of the United Brotherhood of Carpenters and Joiners of America their heartfelt sympathy and condolences on the death of President James Kirby. There was an additional bond of fraternal feeling between him and the Department from the fact that he was the first President of the Department. The death of President Kirby is an irreparable loss to the entire labor movement.

THOS. J. WILLIAMS,
President,

WM. J. SPENCER,
Secretary."

From Amalgamated Society Officials

"New York, Oct. 14, 1915.

We were both shocked and surprised to learn of General

President Kirby's death. Knowing the broad views which he held for years relative to formulating some amicable and equitable arrangement between the Amalgamated Society of Carpenters and Joiners, and the United Brotherhood of Carpenters and Joiners of America, and his unwavering efforts to accomplish the possibility of his aspirations, which he put into effect immediately following his election to the office of General President, and which has been the means of creating a solidified organization of carpenters on the North American continent, and card recognition throughout the English speaking world of carpenters, we grieve with you and your colleagues in the loss of a great and valued advisor and official associate. The United Brotherhood of Carpenters and Joiners and the labor movement in general have undoubtedly lost a strong and active advocate. Please convey to Mrs. Kirby and family our earnest sympathy in their sad bereavement, which we trust may be tempered by the memory of his kind and genial disposition.

Yours very truly,
United States Executive Board,
Amalgamated Society of
Carpenters and Joiners.

THOS. ATKINSON,
Secretary."

"Toronto, Ont., Oct. 8, 1915.

Please convey to Mrs. Kirby the sincere condolence of the Canadian Executive Board of the Amalgamated Society of Carpenters in her bereavement.

WILLIAM W. YOUNG,
Secretary Canadian Executive
Board, A. S. of C. & J."

From Amalgamated Sheet Metal Workers' International Alliance

"Oct. 9, 1915.

We are shocked to learn of the death of President Kirby and hasten to extend our sympathy in this your hour of bereavement. In the passing of

Brother Kirby, we appreciate the great loss that your organization and the entire labor movement must sustain.

JOHN J. HYNES,
General President,

JOHN E. BRAY,
General Secretary-Treasurer."

From Trades and Labor Congress of Canada

"Oct. 13, 1915.

Sincere regret of Congress Executive Council on loss to Brotherhood through death of President Kirby and sympathy for immediate relatives on bereavement.

P. M. DRAPER,
Secretary-Treasurer."

From International Brotherhood of Teamsters

"San Francisco, Cal., Oct. 8, 1915.

The convention of the International Brotherhood of Teamsters in meeting today instructed the undersigned to convey to your organization our deepest sympathy in the loss it has sustained in the death of its honored President, James Kirby. On learning of his death our delegation received a severe shock. Our membership as a whole held him in the highest respect and the officers of our international feel the loss of this esteemed friend and true trade unionist. Kindly convey to his family our deepest sympathy in this the hour of their affliction.

DANIEL J. TOBIN,
General President.

THOMAS L. HUGHES,
General Secretary-Treasurer."

From the United Association of Plumbers

"I have wired contents of your telegram to President Alpine at New York City. We were indeed shocked at the sad news of the death of President Kirby.

Accept yourself and convey to your officers and members as well as to the relatives of President Kirby our sincerest condolence and sympathy in the great loss sustained not only by your organization and his family, but by the general labor movement of our continent.

THOS. E. BURKE,
General Secretary-Treasurer."

From Wood, Wire and Metal Lathers' International Union

"October 13, 1915.

I was greatly shocked to learn just now of the untimely death of Brother Kirby, whose funeral I am informed takes place today in your city. I did not know that he had been sick or in ill health and only knowing him as a big, strong, robust man in the prime of life, the news of his death comes with startling force.

I cannot say in words the regret I feel and I know the rank and file of our organization will be grieved to learn of Brother Kirby's death for without sacrificing anything of the interests of the members of your organization he has undoubtedly been a friend of ours and on behalf of myself and our organization I wish to express to your organization and Brother Kirby's family our sincere regret and sympathy.

RALPH V. BRANDT,
General Secretary-Treasurer."

From the Washington, D. C., Building Trades Council

"Washington, D. C., Oct. 14, 1915.

It is with deep regret that the Washington Building Trades Council has learned of the death of President Kirby. We extend our sympathy to you and the membership of the United Brotherhood of Carpenters in general for the loss of the services and friendship of Brother Kirby.

S. D. ZEA,
Secretary."

From the Birmingham Trades Council

"Birmingham, Ala., Oct. 12, 1915.

Brother Duffy:

The Birmingham Trades Council has been notified of the death of your honored President, and wishes to extend to you and your organization its deepest sympathy in your loss.

The Grim Reaper has been busy among the ranks of labor during the past year, and we sometimes feel that the losses sustained are too great to bear; in the removal of Brother Kirby your organization and the movement at large has sustained a great loss and one that will be keenly felt.

Please extend to your Executive Board, and to the family our deepest sympathy. The Birmingham Trades Council.

J. B. WOOD,
Secretary."

From Denver Building Trades Council

"General Executive Board of U. B. of C. & J:

We, the Denver Building Trades Council, learn with regret of the demise of Brother James Kirby, President of the U. B. of C. & J.

Organized labor loses one of its staunchest friends and we request you extend to the bereaved family our heartfelt sympathy.

Denver Building Trades Council.

F. H. KNOLLMAN,
JOHN GOEBE,
JOHN H. WILSON,
Committee."

From Brewery Workers' International

"Oct. 9, 1915.

Through press reports we learn of the sad news which has befallen your United Brotherhood in the loss by death of its President, James Kirby. We wish to convey to your United Brotherhood our deepest sym-

thy in the great loss of its worthy President, also to the family of the deceased. Wire when funeral will take place.

ALBERT KUGLER,
JOSEPH OBERGFELL,
JOHN RADER,
ADAM HUEBNER,
JOSEPH PROEBSTLE.

From the United Garment Workers of America

"New York, Oct. 9, 1915.

The United Garment Workers of America tender you and your organization its sincere sympathy in the great loss sustained in the death of Brother Kirby, President of your international union.

United Garment Workers of America.

B. A. LARGER,
General Secretary."

From Central Federated Union of Greater New York

"Oct. 9, 1915.

Central Federated Union of Greater New York and vicinity deeply condoles with you at the demise of President James Kirby.

ERNEST BOHM,
Secretary."

From International Association of Structural Iron Workers

"Oct. 10, 1915.

I desire to express my profound sorrow and heartfelt sympathy at the death of President James Kirby of your Brotherhood. I only learned the sad news today.

J. E. McCLORY,
President."

From the Brotherhood of Painters and Decorators

"Oct. 11, 1915.

The members of the General Executive Board of the Brotherhood of Painters, Decorators and Paperhangers of America greatly regret the sudden death of General President Kirby and extend their sincerest sympathy to the United Brotherhood of Carpenters and to the family of

the deceased brother. Please wire when the funeral will take place as the Brotherhood desires to be represented.

J. C. Skemp,
Secretary-Treasurer."

From Greater Boston District Council

"Boston, Mass., Oct. 8, 1915.

Telegram relative to President Kirby's death received. Carpenters District Council extends deepest sympathy for family and welfare of general organization. Will telegraph flowers.

HOWLETT,
TWOMEY,
WALSH,
POTTS,
Committee."

From New York State Council

"New York, Oct. 11, 1915.

In behalf of the New York State Council of Carpenters kindly convey to the bereaved family of our late President, James Kirby, our heartfelt sympathy in this hour of their bereavement.

THOS. GILMORE,
President,
CHAS. FIESELER,
Secretary-Treasurer."

RESOLUTIONS

Resolutions adopted by the General Executive Board of the U. B. of C. & J. of A. at the Fourth Quarterly Session, October, 1915.

Whereas, Death has removed from our midst, Brother James Kirby, General President of the United Brotherhood of Carpenters and Joiners of America, and a prominent figure in the labor movement, and,

Whereas, We will miss his counsel, advice, instructions and directions when dealing with future problems and controversies of our organization, and,

Whereas, He endeared himself to our hearts by his loving spirit, kindly disposition and upright manliness, and,

Whereas, His loving wife and family will miss him in the home circle even more than we in every day life, therefore be it

Resolved, That we commemorate his memory through these resolutions and that we tender to his wife and family our heartfelt sorrow and regret at the great and irreparable loss they have sustained through his death. Be it further

Resolved, That a special page of the official minutes of the General Executive Board of this meeting be set aside for insertion of these resolutions, and be it further

Resolved, That a copy of these resolutions be sent to the family of our departed brother and a copy of same published in our official monthly Journal, The Carpenter."

Milwaukee District Council

"Milwaukee, Wis., Oct. 14, 1915.

The Carpenters' District Council of Milwaukee, in session October 12, 1915, adopted the following resolution:

"Whereas, The Allwise Supreme Being of the universe has received life's last credentials from our beloved brother and late General President of the United Brotherhood of Carpenters and Joiners of America, Brother James Kirby, member of Local Union No. 199 of Chicago, Ill., and,

Whereas, Brother James Kirby through his wise and exacting executive ability, in administering the duties of the United Brotherhood, endeared himself in the hearts of all members of our Brotherhood.

His death came suddenly while engaged in the noble mission of furthering the amelioration of the working class; thereby endeavoring to make brighter the pathway of the toilers.

Therefore, be it resolved that the Carpenters' District Council of the City of Milwaukee, orders its charter draped for a period of thirty days, the usual

emblem of mourning, and that the Council deeply deplores the loss of Brother James Kirby, as our Chief Executive Officer and extend and convey to his widow, to his children and near relatives, our profound heartfelt sympathy in their hour of bereavement, hoping thereby to make life's cup of sorrow less bitter.

And that a copy of this resolution be spread upon our minutes, a copy of same to be sent to his widow, Mrs. James Kirby, one to "The Carpenter," the official Journal of the Brotherhood, also one to be sent Local Union No. 199 of Chicago, and a copy of same be given to the press.

Carpenters' District Council of Milwaukee.

HERMAN WILDE,
President,
CHAS. BARTHOLOMAS,
Secretary."

Twin City District Council

"St. Paul, Minn., Oct. 13, 1915.

Whereas, The Twin City Carpenters' District Council of St. Paul and Minneapolis, Minnesota, has learned with a great shock and deep grief of the unexpected and untimely death of James Kirby, General President of the United Brotherhood of Carpenters and Joiners of America, who has been cut off in the prime of his manhood and at the very summit of his usefulness,

Whereas, By his death the United Brotherhood of Carpenters and Joiners of America has been deprived of one of its most loyal and efficient General Officers and members, and his wife and family of a devoted and loving husband and father.

This Council saw in President Kirby qualities of unusual force and value to the Brotherhood and a highly commendable and determined disposition on his part to use them in full measure not only for the good of the Brotherhood and everybody connected with it, but for the benefit of all organized

labor. None who had the advantage and enjoyed the pleasure of a personal acquaintance with President Kirby can escape a deep sense of individual loss in cheerful companionship, kindly encouragement and helpful advice on his demise; Therefore be it

Resolved, That we, the delegates to the Twin City Carpenters District Council, do hereby extend to the bereaved and grief-stricken family of our deceased President and brother our heartfelt sympathy and commend them to the only source of real comfort in times of heavy bereavement, undoubting reliance on the wisdom and goodness of Divine Providence which is displayed in all matters, even the most serious of our afflictions, and, be it further

Resolved, That this expression of our judgment and feelings be spread upon the minutes of this Council and published in the official Journal, "The Carpenter," and a copy be forwarded to the family of our late General President and that the charter of this Council be draped for a period of thirty days as a last earthly tribute in loving memory of the departed soul.

ANDREW LEAF,
President,
W. F. MARTIN,
Secretary-Treasurer."

The Executive Board of the District Council of Greater New York

"Whereas, In the uncertainties of life there is always the certainty of death, and,

Whereas, Death has taken from us our General President, James Kirby, and,

Whereas, In life he was a faithful and efficient officer and discharged his duties according to his light,

Therefore be it resolved, That this District Council through its Executive Board and officers express their sorrow and extend their sympathy to the grief stricken family and in this

manner express our sincere regret at the organization's great loss and be it further

Resolved, That a committee be selected to attend the funeral and our Headquarters at 142 East 59th St. be draped in mourning for a period of thirty days.

JOHN McCHRISTIE,
President District Council.
JAMES MORRISEY,
Chairman Executive Board,
JAMES B. KELLY,
Chairman of Trustees,
E. H. NEAL,
Secretary-Treasurer.

EDWARD HALLER,
BERNARD HIDDINK,
DONALD FRY,
CORNELIUS COLLINS,
THOS. BYRNES,

The Executive Board directs that each local union have their charter draped with black for a period of thirty days as a sign of respect to the late General President Kirby.

E. H. NEAL,
Secretary-Treasurer."

District Council of Montgomery County, Ohio

"October 9, 1915.

Whereas, The Supreme Being, who rules the universe has seen fit to call from among us our late President and Brother, James Kirby, of the U. B. of C. & J. of A., and,

Whereas, His death, coming suddenly as it did, while engaged in the building up of a larger and better organization of carpenters, thereby seeking to assist in making brighter the pathways of the toilers, striving to pluck the thorns from the brow of labor, all of which contribute in making peculiarly sad our late President and brother's demise; therefore, be it

Resolved, That the Carpenter District Council and Locals No. 346 and 104 of Dayton, Ohio, deeply deplore the loss of President and Brother Kirby in the councils of labor, and extend

and convey to his widow and family our profound heartfelt and abiding sympathy, and wishing to assure her that her loss is our loss, loyal in life and faithful unto death, and that, "To live in hearts we leave behind is not to die" and, be it further

Resolved, That we extend our fraternal sympathy to the General Officers of the U. B. and join them in mourning the loss of a brother and President whose life's work for unionism is not ended but whose example lives on, and resolves itself into a eulogy sublime.

A. T. WHITE,
President L. U. No. 104,
D. S. ZINN,
Financial Secretary,
JOSEPH WORTH,
L. U. No. 346,
L. E. NYSEWANDER,
Secretary, District Council."

Saw Smiths' Union of North America

"To the Brotherhood of Carpenters and Joiners of America:

Whereas, Saw Smiths' Union No. 1, feel it our duty to pay a last tribute of respect to the memory of one of its most worthy friends, James Kirby deceased.

We are again brought face to face with the eternal truth that life, so dear to us all, is but a fleeting shadow, here today, gone tomorrow.

Stricken down while in the flower of vigorous and glorious manhood, his many noble qualities, his great unselfish character, his kindly, generous and buoyant spirit, his fearless heart always ready to fight for the cause of right, will always be fresh in the memory of those who knew him best.

And, whereas, we recognize that his untimely death has taken away from Saw Smiths' L. U. No. 1, an esteemed and worthy friend, the community a good and loyal citizen, and the home a faithful husband and father.

Therefore, be it resolved,
That we bow our heads in
prayer that his soul may rest
in eternal peace.

And be it further resolved,
That the members of Saw
Smiths' L. U. No. 1 extend their
deepest sympathy to the fam-
ily, relatives and friends, in this
their hour of grief.

And be it further resolved,
That a copy of these resolutions
be sent to his bereaved family
and the two carpenter locals.

CHARLES C. SCHAEFER,
President,

HARRY MILAN,
Secretary."

Ohio State Federation of Labor

The Ohio State Federation of
Labor in annual convention as-
sembled at Mansfield, O., on
Oct. 12 adopted the following
resolution:

"Whereas, death has re-
moved from his earthly sphere
of activities, our esteemed
trade unionist and co-worker,
Mr. James Kirby, the Interna-
tional President of the United
Brotherhood of Carpenters and
Joiners of America, and,

Whereas, this premature de-
mise of a labor leader repre-
senting hundreds of thousands
of craftsmen is a severe loss to
the entire labor movement and
particularly to the Brotherhood
of Carpenters and Joiners.

Therefore be it resolved, That
this Thirty-Second annual con-
vention of the Ohio State Fed-
eration of Labor extend to the
bereaved family and relatives
and to the Brotherhood of Car-
penters and Joiners which he so
well and ably represented our
sincere and profound sympathy
in this sad hour of their be-
reavement.

JOSEPH PROEBSTLE,
WILLIAM LYNN,
P. J. HART,
JOHN A. MARTIN,
E. G. HISE,
Committee of Condolence."

**From Local Union No. 208,
Fort Worth, Tex.**

"Oct. 20, 1915.

Whereas, Since our last meet-

ing together it has pleased the
Allwise Ruler of the universe in
His infinite wisdom to remove
from the sphere of worldly ac-
tion the beloved General Pres-
ident of our organization,
Brother James Kirby, and,

Whereas, In the lamented
death of Brother Kirby his
family has lost a loved pro-
tector, his friends a true com-
rade, the U. B. of C. & J. of A.,
a wise and earnest counselor
and guide, and organized labor
at large one of its most useful
and influential members, now
therefore, be it

Resolved, That we, the mem-
bers of Local No. 208, U. B. of
C. & J. of A., in regular meet-
ing assembled, express to the
bereaved family of our depart-
ed brother our most true and
heartfelt sympathy in this their
great and irreparable loss; that
the U. B. of C. & J. of A. has
lost one whose every thought
and deed was for its advance-
ment, organized labor in gen-
eral one of its most stalwart
sons and the country a citizen
whose personality was as pleas-
ing as his devotion to duty was
loyal and untiring, and be it
further

Resolved, That the charter of
No. 208 be draped in mourning
for the space of thirty days as
a memorial to our departed
brother, that a copy of these
resolutions be forwarded to the
family with whom we mourn, a
copy given to The Carpenter
and the public press and one
page of our minute book be de-
voted to recording the same as
a perpetual expression of our
love and in memory of our de-
parted friend and brother.

Local No. 208, Fort Worth,
Tex.

TOM F. BAYS,
W. E. HEMSELL,
Committee."

A large number of additional
messages and resolutions of
sympathy received both by Mrs.
Kirby and the General Officers
have been held over for want of
space.

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ROCKEFELLER'S UNION

(By Richard Hazelton.)



WITH a great flourish of trumpets and with the plaudits of a sycophant press ringing in his ears, the younger Rockefeller has at last expounded his plan for a "new democracy" which the public is informed is to emancipate the workers of Colorado from the tolls of unionism. Coming as it did at the climax of a most spectacular tour of the Colorado coal region during which John D. Jr., actually took a trip through the mines wearing a miner's pit cap, danced with a miner's daughter and performed several other gracious antics, we expected to see the Colorado labor forces by this time in full retreat before this conquering hero and democrat of democrats. Recent advices to hand, however, assure us that the unions and their officials are still there.

Plans for the Rockefeller union were divulged by Rockefeller and his princely-paid investigator, Mackenzie King at a meeting at which were present the officials of the Colorado Fuel and Iron Company and "fifty representatives of the workers." Naturally the meeting endorsed the plan and it went on its ordered way, via the mine superintendents, to further indorsement by "referendum." In outline the plan provides that every 150 miners shall be entitled to a representative, elected by the miners. An elaborate system of presenting grievances is included and provision is also made for committees to increase efficiency and for social welfare work.

At elections for representative each miner "shall be permitted" to freely discuss his grievance; employes are given the right to hold meetings and "shall have the right to employ their own check weighmen." Another clause reads: "There shall be no discrimination by the company or by any of its employes on account of membership or non-membership in any society, fraternity or union." There is to be no increase in wages or betterment in working conditions, how-

ever, prior to January 1, 1918, unless increases are made in competitive districts before that time, in which case a joint meeting of company officials and representatives of the men shall be called to make effective "proportional increases."

It is plain, of course, that the latter proviso means nothing less than that the wages of the Colorado Fuel and Iron employes shall remain the same until the date specified unless the miners' union enforces higher wages elsewhere. In other words, the Rockefeller union is to be guided in its wage determinations by the bona fide union of the miners, which is a tacit admission of the latter's power and standing and at once reveals the false premises upon which the Rockefeller "union" is based.

A labor union formed by a wealthy employer of labor who employs all its members is something new in the industrial history of the country. But does anyone suppose that such employes gathered into such a make-believe union can retain the same economic independence or stand up for their rights in the same manner as the members of a bona fide union? Such an institution can never become more than a glorified efficiency or employes welfare society and can in no sense be regarded as a union.

We are willing to give Rockefeller credit for good intentions and for the fact that he yields more than any other employer hostile to the trade union movement in his acknowledgment of the power of collective bargaining but, nevertheless, it seems to us he is actuated in the present instance with a desire of conserving the depotic power of the employer which he sees slipping away owing to the growing power of the labor movement and the spread of democracy. For that reason he is willing to sacrifice much to establish his pseudo-union and to retain through that means, if possible, some vestige of the old authority over the workers which has been the prerogative of men of wealth like the Rockefellers. He does not want to give the

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bona fide trade unions "something to say." And yet that "something to say" is just what the workers want.

As Walter Lippman has very ably said, the workers "know that better conditions are very elusive unless they have the power to enforce them; to see that what is given with one hand is not taken away with the other. The great battles of labor are for recognition of the union or to retain its integrity. It happens that the great battles of American history have also been fought for independence and union."

The Rockefeller plan as we see it, is nothing more than a flank attack on the labor movement in an endeavor to undermine its strength; it is the well-known "benevolence of the employer" in new form. If anything, the plan is a

dangerous experiment for a man of wealth, for the spirit of unionism is usually infectious. Giving the workers the form without the substance may—who knows—yet be the means of leading the C. F. & I. employes into the ranks of bona fide trade unionism. If the plan is to meet the expectations of its founders it will require constant watching from the lynx-eyed officials of the company, a surveillance which we have no doubt it will get. But no matter how closely it may be watched, no matter how carefully the external features of it may be developed, we feel that its career will be as short lived as the various attempts to set up independent "unions," under the auspices of employers, which have gone before. Such do not benefit employes and are of doubtful service to the employers.

UNIONISM AND CITIZENSHIP

Address Delivered by Hon. James E. Ferguson, Governor of Texas, at
Dallas, Texas, on Labor Day

"Work is the God soul high and fine,
Work is His answer to prayer,
Work is reward for faithful work.
Work His expression of care.
Work is iron to human blood.
Work is the spur to the mind.
Work is the gold that kills the dross.
Work, the crown of all mankind."

"My friends: Thus in simple rhyme our own Katie Daffen, the daughter of a laboring man, known and beloved by the railroad men of Texas, has beautifully and really portrayed the noble principles to which we would this day give honor.

Labor left unrestricted and unrestrained will produce and fix its own reward.

Labor should have its reward. When labor fails to receive its just reward, confiscation has happened.

When man is deprived of his property without due process of law, the law says that is confiscation and shall not be allowed.

The man who takes more than a reasonable profit on the day's labor of the workman commits a crime against good

morals, and in such degree strikes a blow at the foundation of peaceful society.

Suppose the laboring classes should demand and undertake by force to compel the payment of a sum for their service which all men would agree to be twice its value, what would happen?

Immediately the cry would go up that anarchy was in the land and the strong arm of the government, civil and military, would be called out to prevent the confiscation of the money of the employer, and properly so—but why? Because labor had demanded too much. But who is the anarchist when the laborer gets too little? It is a poor rule that will not work both ways.

Oh! but you say that is a matter of contract—that if the laborer wants to sell his work for a dollar a day when it is worth two dollars he ought to be allowed to do so if he wants to. There perhaps was a time in the history of our country when that doctrine applied. But I regret that conditions have changed. In the first place the laborer does not sell his labor for half its value because he

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wants to—but invariably because he has to. The argument of contract can never be invoked only where both parties are on an equal footing and where both parties stand in equal position to act independently; any other condition would be duress and is denounced by every elementary principle of law.

The laboring man with a hungry family expecting his relief is no more in position to dictate the price of his services to the unscrupulous employer than the “broke” man is to dictate the terms of loan from a pawnbroker.

I mention these things, my friends, not because they are interesting, but because they are real facts, which every day cause real conditions with which we have to deal. They should be mentioned, however, because they emphasize the true relation between employer and employe—labor and capital—and moreover they emphasize the imperative necessity of both parties recognizing the true moral obligation resting upon each to recognize the equitable rights of the other. I am speaking, you will understand, of rights rather than of remedies. If capital will recognize the rights of labor and labor will recognize the rights of capital—I mean the golden rule rights—the matter of remedies need not concern, and will not embarrass us.

I do not want to be misunderstood. We can no more countenance unjust and unfair demands from labor than we can from capital. But what I want to emphasize is, that a failure by either labor or capital to recognize the moral and just rights of the other will produce sooner or later a conflict that will endanger the foundation of this republic.

My friends, it occurs to me that perhaps the real needs of labor have not received that attention to which it is entitled. Perhaps I would be expected on occasions like this to emphasize the inequality of social standing in this country. I might condemn every man that had made a dollar and saved a dollar. I might by appealing to your passion and prejudice arouse in your mind a feeling which ought not to exist. But, my friends, I am not going to say that

which would ultimately condemn my judgment and do you no good.

In the first place I do not care to waste any time with a long tirade of high flown talk about the dignity of labor. The man who wants to argue or discuss the question to prove that a man who labors at hard work is as good as anybody else can get no argument out of me. He simply says something that everybody knows and something that nobody but a fool ever denied. You had just as well spend your time talking about the indignity of laziness as about the great dignity of labor. You had just as well ask me whether the sun shines or the fish swims as to ask me whether manual labor is honorable. Let us away with such useless platitudes of “dignity of labor,” “sublimity of toil,” and turn our attention to the more important ways of getting for labor its just reward. Let us study the more noble and glorious question of how to bring more comfort, convenience and pleasure to our homes and loved ones.

I had rather have it said of me after I am gone that I had provided a way to put a new pair of shoes upon the feet of the children; that I had provided a way to give new dresses to the ever faithful wives of the country; that I had provided a way to put new hats upon the heads of romping girls and boys; that I had provided a way to have more healthy and happy, safe and sanitary places where our great toiling masses could perform their daily labor—Yes, I had rather have those things said of me than to have my praises sung through future annals of time as the greatest orator or the greatest logician that ever lived.

I had rather have written the 54-hour law, preventing long hours for working women, than to have written a poem.

The question then is: How can the laboring masses of this nation best better their condition? In other words, what can labor do to help itself? What help and assistance can it command to bring about the realization of its needs?

In the discussion of this question, let us consider the laboring masses in their

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collective capacity and then consider the individual laborer in his individual capacity.

The old story that our mothers used to tell us about the old man who had seven strong sons and seven sticks applies with peculiar force to the needs of the great labor army of the nation.

You remember that the old man reaching mature old age called before him his seven sons and told them that he would soon pass away and their father, who had always kept them together, had at last grown weak with age and would soon die, and he wanted to teach them an important lesson. He placed before them a bundle consisting of seven sticks securely bound together with a strong cord. He asked them to break the bundle of sticks thus bound together. Each in turn vainly exerted his great strength to break the bundle and at last they gave up and said the sticks could not be broken. What was their great surprise when their old father, weak in body, quietly untied the cord from around the sticks and placed each stick between his fingers and easily broke them all.

"This," he said, "shows that if you, my sons, will always stand together and keep your lives bound together by the cord of brotherly love and sympathy you can stand against the storms and troubles of life. Whereas, if you sever that cord your strength becomes weakened and the power of each of you is the more easily attacked and overcome.

Oh, ye sons of toil, stand together like brothers. Permit that cord of human sympathy for each other to encircle your lives and bind you to each other so that the peace and happiness of your homes and firesides may be guaranteed to you and your loved ones. Let the ranks of labor stand before the world a solid phalanx of peaceful soldiers, firm and united to resist the onslaught of those who would divide you or destroy you.

Let the laboring men of the nation realize that no man can live unto himself alone.

Help your brother in toil, and your brother in toil will help you.

Friendly co-operation should be one of your controlling virtues. And this leads me to the question of the organization of labor.

The organization of labor is but the application of an old principle to a new condition. Organization is the first step in all great achievements and is the controlling factor in every avenue of human action and thought. No great principle, though announced by a great man, was ever put into action except through organization.

All great enterprises having great undertakings to perform or large volumes of commodities to produce and sell have recognized the virtue and value of organization. The banking interests, the professional interests, the social, political and even the spiritual interests have their respective organizations.

And, so to advance its interest, to protect its interest, if you please, the great army of labor that produces the wealth of the nation has, thanks be to God, caught a new vision and we now hear on every side of the farmers' union, of the laborer's union, just the same as any other union or organization.

The ranks of labor must organize. Let me plead with every man who earns his living by honest toil to join some union. I grant you can be just as honest outside of a union as you can inside of a union, but you can accomplish nothing by yourself. If you have more sense or influence than the average working man, you ought to join the union and give your people the value of your talent and help take care of the union. If you have not as much sense as the average working man then come in and let the union take care of you.

The government has recognized its obligation to provide adequate facilities for the popular education of the masses.

That service is being performed not as a matter of charity, but as a matter of self preservation of the republic. It will be a great day for Texas when every child shall have an opportunity for at least six months school every year—studying a free school book furnished by the state. Upon them and their

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children, who labor and are to labor in the shop, in the field, in the mine, in the office, in the factory, upon the building, and in the store, and upon the railroad, must ultimately rest the destiny of this nation. It is, therefore, the duty of the statesman and the government to provide for the proper education of the coming generations of those who shall thus compose the great majority of our citizenship.

Recognizing this great obligation our state and national government is meeting the responsibility, and it will only be a few years until the child of the laboring man, whether he be a farmer in the country or a wage earner in the city, can be educated to that degree necessary to an enlightened and patriotic citizenship.

While co-operation and organization of labor is necessary for the protection of the laboring masses; while the government can do and will do much to improve the condition of the laboring man and will educate his children, yet no man must get the idea in his head that there is nothing for him to do. Do not let him lose sight of the fact that after all no government is better or stronger than the patriotism and the intelligence of the individual citizenship that supports that government. Every workingman must consider himself a link in the great chain of brotherhood of his fellows and he must strive to make himself just as strong as every other link in that chain.

Before the ranks of labor can become absolutely independent in its collective capacity, each soldier in that rank must insofar as he can, establish his own individual independence by practicing the virtues of correct living and correct thinking. I am not here to give anybody a Sunday school lecture, but as one who has performed almost every kind of labor from digging in the ditch to the hard work of a skilled mechanic I believe my experience justifies me to speak of some of the mistakes of the laboring people which involve their own happiness.

In the first place let the laboring man inform himself, yea, let him educate himself. It is not necessary to have a college diploma to become educated. Read good books and standard magazines, which now cost a song, and become posted and informed on the issues of the day, especially those matters which concern the laboring man and his needs.

Laboring men, let me plead with you to learn to think for yourselves and qualify yourselves to take a part and become a part of the government under which you live. The time has come in this country when the laboring man must think for himself. You are not slaves and it was never intended that you should be, and it is up to you to meet the responsibility of free men.

Teach yourselves the great lesson of self-reliance. Teach yourselves the fact that you are going to be equal to any emergency; that you are going to enjoy and have all the blessings and happiness which God almighty intended for you to enjoy. Teach yourselves the value of personal security. Learn yourself to respect the public and private rights of others and then you will be in a strong position to compel and demand that other people respect your private rights and your private property.

Above all things let me urge upon the laboring men of this country the virtue and value of self-denial and economy. Extravagance is the curse of the age.

If I read the signs of the times aright, these simple truths which I have respectfully brought to your attention are being recognized by the laboring masses everywhere. The laboring man of today is learning and should learn that he should have a voice in governmental affairs. The laboring man of today is learning and should learn that he has a right to have a voice in the educational affairs of the state. The laboring man of today is learning and should learn that there is an obligation resting upon him to uphold and maintain this great republic, destined to be the land of free, and its happy homes and firesides."

WHAT THE WORKERS WANT

(By Frank Duffy)



BETTER times.

Work—under fair conditions at fair pay.

Justice at all times.

A fair show and a square deal.

A shorter work day.

At least one day's rest in seven.

A Saturday half-holiday.

The right to organize without hindrance.

The right to say what our labor is worth,

The right of free assemblage, free press and free speech.

The right to be heard on all public questions.

The right to be heard in the courts of justice and to have the same standing before the law as the man of millions.

The right to enjoy the good things of this world and to live as American citizens should.

All the rights of citizenship and civilization.

We want happier homes, better dressed children; a chance for education, advancement and refinement.

We want protection in our daily toil, in sickness and old age.

We want sanitary shops to work in and homes to live in.

We want to be able to keep the wolf from the door at all times. In short:

"We want the drones to be driven away from the golden hoard.

We want to share in the harvest; we want to sit at the board.

We want what sword or suffrage has never yet won for man.

The fruits of his toil, God promised when the curse of toil began."

“Some” Job!

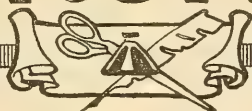
*Some fellers think the F. S. has nothing else
to do,
But just receipt when money comes to hand;
Of course, it ain't no trouble when a hard day's
work is through
To have to figure out just where you stand?
Some forget their due books when they come
around to pay,
Some don't think they owe a cent at all;
Some try their best to put you off until
another day
And you've got to sit and listen to their
“stall.”*

*They don't seem to consider the F. S. is just
a man,
Who is not in love with working without pay;
Bookkeeping's not his line, though he does the
best he can,
Dolling up the local's records day by day.
Time he gets the ledger posted, correspond-
ence out of sight,
He finds a bunch of clearances to fill;
He'd easily find enough to do to keep him
there all night,
It takes a man of nerve to stand the grill.*

*There are letters of inquiry from the “Office”
every day,
Asking, “When was Brown admitted, what's
his age?”
And “You're not reporting arrearages in the
proper way,”
It's enough to get a preacher in a rage!
So, if any of you fellers think the F. S. job
is light,
And everything that's easy falls to him;
Just get the nomination next election night,
“Yours truly” won't be sorry if you win.*

—J. G. NANTZ.

Editorial



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INDIANAPOLIS, NOVEMBER, 1915

Change of Officers

In accordance with the terms of Section 11 of the Constitution of the United Brotherhood, First General Vice-President William L. Hutcheson automatically succeeded to the office of General President immediately following the death of Brother Kirby. When notified of his predecessor's death, Brother Hutcheson was in Denver, Colo., where he had stopped off on business of the organization on his way home from the west. He arrived at the General Office in time to preside at the opening session of the fourth quarterly meeting of the G. E. B. on Monday, October 11, and to assist at the obsequies of the late General President.

Brother Hutcheson has since appointed George H. Lakey, of L. U. 58, of Chicago, Ill., as Second General Vice-President, succeeding Brother Cosgrove, who in accordance with Section 12, became First General Vice-President. The G. E. B. confirmed the appointment of Brother

Lakey and he has taken up his duties at the General Office.

* * *

A Message of Moment

We revert editorially to the passing of our late esteemed General President to call attention to the article entitled, "Looking Forward," written by him which appeared in the August issue of The Carpenter, and which in the light of his death is full of a pathetic interest for us. Writing in that issue—our 34th anniversary number—referring to the men who have participated in our industrial battles of the last half century and who have left their characters stamped indelibly on the history of the trade union movement, he said:

"They, together with scores of scarred veterans, need no words of eulogy from the writer. But I take this opportunity of urging that if there be any flowers to throw, or words of appreciation to be expressed, that it be done now, so that they may feel that their work was appreciated rather than wait until they have passed to the great beyond and then shout their praises to others."

Little did he think in giving expression to these words that before two short months had passed, the sentiment would be capable of application to himself and his own career. Not, however, that the membership of the U. B. were in any sense unmindful of his ability or the efforts he put forth to extend the power and influence of our organization, but no doubt, incidents will occur to many a member where opportunities to "strew flowers before the living" were thoughtlessly passed by in Jim Kirby's case. But such is the way of human nature!

The feeling which prompted Brother Kirby to express himself in such terms it need hardly be said, had nothing of self-interest in it and sprung solely from that warmth of heart which was one of his foremost characteristics. His great desire was to increase and magnify the sense of relationship and mutual fellowship between the members and

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the various divisions of our craft. He appraised mutual obligation and sympathy at their proper value and recognized in them the secret of the motive power of the great movement of the toilers. And no one, after all, can gainsay that the mellowing power of such sentiments have a chastening effect and tend to minimize the asperities, the want of consideration, the failure to put oneself in another's place which is often displayed in labor organizations—and, for that matter, in all democratic institutions where interests may seem to diverge or policies to differ.

That last message of his also bore an admonition to trade unionists in general which was indicative of his own broad and tolerant views, self-reliant spirit and desire for constructive achievement. Answering the question, "What has the future in store for the trade unionist?" he said:

"Our work is to build up; not to tear down. If we look at the disputes confronting us through our individual craft prejudice, sooner or later we will become involved in an inextricable tangle. On the other hand, a clear conception of the rights of others; a disposition to be fair to all; an earnest desire not to take advantage of the smaller nor combine to beat the larger, will win universal respect from those who are of us and those who hesitate to join us. And when that plane is reached where we respect the rights of each other, and our rights are respected by others, then opposition from outside sources will melt away; organized labor will come into its own with shoulders squared, head erect, looking not to the slums and reeking tenements, but rather to the shady hills and happy play grounds."

His solicitude for the welfare of the U. B., to which he referred as "in the front ranks of the progressive organizations of the world," was shown in that article and, speaking of its status in the labor movement, he admirably outlined its principles, saying:

"It is opposed to oppression; it is opposed to coercion; it is committed to arbitration but at all times preferring conciliation; it is willing at any time to make concessions that better relations may be established with sister organizations, even at times conceding that which rightfully belongs to it, that harmony may prevail, but refusing absolutely to accept coercive mandates or to pay tribute that our members may enjoy the rights established by the pioneers of the organization."

It was also characteristic of his breadth of vision that he should in closing plead for the institution of a pension system as a means of caring for those members of the organization who have reached

the time of life which makes employment hard to secure and he urged the membership to shirk no longer the responsibility of assisting the "old guard" in the declining years of life.

* * *

Regarding Clearances

Many financial secretaries do not seem to grasp the clearance system which has been adopted by the organization, from the fact that they report members in arrears and in some cases as suspended who were granted clearance cards months before and who have become members in good standing in the locals in which they deposited their cards about the time they were reported delinquent by the financial secretary of the local from which they cleared.

In order to avoid complications of this nature it would be well for financial secretaries not to treat too literally that section of the General Laws of the U. B., which says:

"A member is considered a member of the local union from which he has cleared until he has deposited his card."

As many financial secretaries overlook the necessity of notifying the F. S. of the local granting a card when a member of that local has deposited same, it would be a good policy for the secretary granting the card to forget that he ever had such a member unless the latter re-deposit his card, in which case a new account should be opened for him the same as any other member whom he admits from another local and report same to the General Office on his monthly report for the month in which the transaction takes place.

Another matter to be considered in reporting clearances is the status of members who come into a local and go out again before their clearances have matured. In such cases they should be reported as admitted, the local union number from which they were granted clearance given and the date of their admission. It is also necessary to report them as having been granted clearance and the date same was granted as otherwise a member's record at the General

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Office will not be complete and, as per capita tax is only due from the local admitting the member on clearance from the time his card matures, there would be no tax due in the case mentioned.

In all cases it is absolutely necessary that the correct local number from which a member transfers be given and after receiving the clearance card and properly filling in same on the reverse side, it should be mailed to the General Office together with the month's report in which the member is reported as admitted and the financial secretary of the local granting the card should be immediately notified by post card or letter of the transaction.

Financial secretaries should make it a point to follow out the foregoing instructions carefully. By observing them they will not only assist the General Office in the task of keeping a correct record of the membership at large but they will also greatly lighten the burden placed upon individual financial secretaries in keeping tab on the members who have cleared from their locals.

* * *

Scientific Tariff Revision Needed

We believe the labor movement of the country will be in full accord with the aims of the Tariff Commission League which was started some months ago for the purpose of awakening the nation to the crying need of taking the important question of the tariff out of the realm of party politics for good and all. To achieve this end the league has prepared a bill which will be introduced in Congress at its next session designed to create a permanent, non-partisan tariff commission for the purpose of overhauling our tariff policies on scientific lines, thus, substituting exact knowledge for mere guess work and political expediency.

There is undoubtedly a strong feeling throughout the country that we have had enough of tariff tinkering. For fully thirty years, we have muddled along haphazardly without a definite tariff policy and alternations of high and low duties for political ends have had an

injurious effect upon everybody. While we have been enacting party tariff legislation the wage workers of the country have suffered, for every business disturbance is felt directly by the man who works for wages. While politicians have tinkered with it, the business man, the manufacturer, in fact every large employer of labor, has felt uncertain as to how any change would affect his particular business. Industrial stagnation has followed uncertainty. Mines, mills and factories have reduced their working forces or closed down entirely. Thousands of wage workers have been in this way forced into involuntary idleness.

We have only to look to the example of Germany to note the possibilities which lie in the creation of a tariff commission on lines strictly scientific and non-partisan. The creation of such a commission in that country, co-operating with other agencies, practically changed the face of industrial Germany in three decades, developing and multiplying that nation's industries beyond all precedent. So thoroughly and systematically was the work done, in fact, that throughout the world one may find on every hand merchandise bearing the trade mark, "Made in Germany." That country's efficient tariff system is largely responsible also for the great economic normality which it has displayed during the great world war now raging.

And this very question of the war, and the abnormal industrial conditions which are bound to present themselves at its close—which cannot but affect industrial conditions in this country—make the question of scientific tariff revision all the more pressing for us today. Truth to tell, most people, and particularly wage earners, look upon the tariff question in the light of campaign issues and the result is that there is a great lack of exact or scientific knowledge of tariff schedules and the principles upon which they are based. Such a commission as that recommended by the Tariff Commission League would undoubtedly change the situation and we could reasonably look to the establishment of a fixed and definite tariff policy, based on

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actual conditions and the real needs of the nation.

We note the name of John Mitchell, chairman of the New York Industrial Commission, and Warren S. Stone, of the Brotherhood of Engineers, among the advisory board of the Tariff Commission League and we also understand that its aims meet with the hearty approval of Samuel Gompers. Lewis K. Brown, who was secretary of the Industrial Relations Commission, is field secretary for the movement and the commission plan proposed guards against partisan danger of any kind.

It provides that no political party shall have a majority representation. It provides that agriculture and labor shall be represented, as well as manufacturers, trade and commerce. It provides also for a trained expert from the field of higher education and a technical tariff expert, familiar with departmental rulings and classifications. The creation of such a commission and the machinery to enforce its rulings is the only logical means whereby we can correct the short-sighted and lax policies which we have adopted toward the tariff question in the past. The question is one which strongly affects the wage earners. It would be of undoubted advantage to them to have a settled tariff policy based on the needs of the nation as a whole and not upon the exigencies of party politics.

* * *

Persecution or Prosecution, Which?

During the last few months the amazing spectacle has been witnessed of the marshaling at Los Angeles, Cal., of a host of lawyers, private detectives, emissaries of the Erectors' Association and witnesses from all over the country, prepared to resuscitate the supposedly disposed of "dynamite cases" and to reenact them all over again in the trial of Schmidt and Caplan—whose names were prominently used during the trial of the Iron Workers at Indianapolis.

Why such a determined effort should be made to convict these men at this late day passes our comprehension. It looks as though the enemies of labor,

following their relentless course, were bent upon having the last drop of blood, the last pound of flesh, even though that flesh be innocent.

To us, at long distance range, it seems as though the Schmidt-Caplan case had become a matter of persecution rather than of prosecution. Rumor has reached us of hostile courts, biased judges, unfriendly newspapers and prejudiced public opinion. Under such conditions and circumstances, it is hard to understand how these poor fellows can have justice done them.

Trade unionists on the Pacific Coast are demanding a fair trial; they are putting forth their best efforts to secure it for these men, and no one can blame them for so doing. We have always believed, we believe now, and we shall continue to believe that a man is innocent until proven guilty, after a fair and square trial by a jury of his peers. But when a man is practically railroaded to prison, before hand, when all the machinery of the law is used as an instrument to lessen his chance of vindication and when such methods as herein referred to are used, it is not conceivable how a man can get a fair and impartial trial.

* * *

Effect of New York Subway Accidents

The contention of the District Council of Greater New York to the effect that the men employed on subway construction in New York City were incompetent to do the work required of them, received striking confirmation when the shoring gave way in Seventh Avenue on Wednesday, September 27, carrying a surface car into the excavation. Six persons were killed and nearly a hundred injured. Another accident in Broadway the following Saturday added two more names to the death roll and an additional number of injured.

Several times in recent years the D. C. has warned the city officials in open court that, unless competent carpenters were employed in subway construction, accidents involving loss of life and property were bound to occur,

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but each time the unionists haled the Public Service Commission and Controller William A. Prendergast into court, the verdict went against them. Each time that they demanded the employment of competent carpenters the court ruled that "handy men," as Controller Prendergast called them, were quite competent to erect the wooden roadways which cover the excavation work.

One of the striking results of the subway accidents was that the firm which has the contract for that part of the subway where the accidents occurred underwent a sudden change of policy and hired 115 members of L. U. 1456 through Business Agent Brindell to repair the broken shorings, thus by their action acknowledging that the incompetent \$2.00-a-day "handy men" are not in a class with union carpenters.

The 115 hired men were all strikers, for L. U. 1456 is one of the dock workers unions that two months previously became affiliated with the U. B. As soon as they became members of the organization the dock builders, who were then working nine hours a day for \$4.00, struck against the Dock Builders Contracting Association for an 8-hour day and a wage of \$4.50.

General Agent Oliver Collins and Secretary-Treasurer E. H. Neal of the New York D. C. are the men who prosecuted the subway charges in court. Technically they had no standing as the law does not require the employment of union men in subway digging. But as citizens they demanded that the men employed be paid the prevailing rate of wages and contrasted the wages of these subway workers, which averaged about \$2.00 a day, with the average wages paid union carpenters.

General Agent Collins lays the blame for the accidents squarely upon the employment of incompetent "handy men" and is positive that the timbers which were used to prop up the streets could have been shored up in such a manner that even a slide of earth and rock could not have affected the street level.

"Examination of the subway construction since the disaster," he pointed out, "convinces us that cross-beams, when placed upon the uprights, were not properly overlapped. Nor were the cross braces used of sufficient strength or size to insure any added strength to the structure.

"In other words, these men have been erecting and joining timbers in a manner that no union carpenters would tolerate. The slightest jarring from above the street would tend to shake out the shoring from underneath the street as these fellows have been doing it. Under a proper system no amount of jarring could shake anything loose. All it could do would be to shake the entire structure, which might even sink a few feet, but never collapse in this fashion."

Secretary-Treasurer Neal referred especially to the stand taken by Controller Prendergast and said:

"Controller Prendergast fought us tooth and nail. He insisted that a few 'handy men' could shore up a street properly while the excavation work went on underneath. He ignored entirely our repeated warning that disasters, involving possible loss of life and property, were inherent in the flimsy work of these incompetent workmen.

We didn't go into court and ask that members of our union be employed in the subways. If we had there might have been just ground for refusal. But we knew that the men being hired couldn't be competent if they were getting \$1.60 or \$2.00 a day."

Since the accident the New York D. C. and the labor organizations of the city have kept up the agitation to force the Public Service Commission to insist that skilled mechanics be employed in all subway shoring and other such work in the interest of public safety. Public opinion has been aroused also by the fact that the unions are not alone in placing the blame upon the employment of incompetent labor, but are backed up by the official reports to Mayor Mitchell.

The ability of the New York D. C. to forecast the subway accidents vividly shows what a force for public welfare

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and safety trade unionism is. Had the voice of the D. C. been heard and skilled workmen employed these accidents would have been avoided. A parallel case, where the vigilance of trade unionists was overlooked and with similar deplorable results, occurred in the Eastland disaster at Chicago where over 1,000 lives were lost. In the latter instance Chicago labor officials drew the attention of the authorities to the possibility of disaster from overcrowding just a few weeks before the accident.

* * *

Canadian Trade Union Figures

We gather from the fourth annual report of labor organizations in Canada, issued by the Canadian Department of Labor, that the European war has had a severe effect upon trade union growth in the Dominion, for the estimated strength of organized labor in Canada is given as 166,163 for the year 1914, which is 9,636 below the 1913 figure.

The membership for 1914 comprises 140,482 members of international organizations operating in Canada; 20,935 belonging to non-international bodies, and the small number of 4,746 belonging to so-called independent unions. The decrease in international membership was 9,095, and in independent unions of 1,261, while the non-international bodies showed an increase of 720. At the close of 1914, there were 2,003 local branch unions in Canada, 1,174 owing allegiance to international organizations, 196 affiliated with non-international bodies and thirty-three independent unions.

In twenty-five of the cities more than one-half of the local unions of the country are located, and among them they comprise nearly forty per cent of the entire trade union membership in the Dominion. Montreal stands in first place as to the number of local branches, but Toronto reports much the larger membership. The figures for the four principal cities are: Toronto, 14,781; Montreal, 8,439; Winnipeg, 6,693, and Vancouver, B. C., 5,165. The report, however, discloses a striking disparity between the number of unions in each lo-

cality reporting membership and those who have failed to report—only 537 out of 1,064 local unions in twenty-five of the principal cities reporting.

A striking feature of the report is the large amount of benefits paid by international unions as compared with the Canadian and so-called independent bodies. Of the 102 international unions which have jurisdiction in the Dominion, 79 have benefit features on a varying scale. The total disbursements during 1914 by the various international organizations amounted to \$12,837,987 as follows: Death benefits, \$8,864,631; strike benefits, \$1,953,350; sick benefits, \$963,353; accident benefits, \$635,580; old age pensions, \$266,395; unemployed benefits, \$97,392; traveling benefits, \$47,286. Of the non-international bodies, the Department of Labor shows only disbursements amounting to the sum of \$8,266.75.

This is, indeed, striking testimony to the effective work the international unions are doing for their Canadian membership and furnishes a strong answer to the little coterie in the Dominion who have always from a chauvinistic spirit opposed the spread of international unionism in the "land of the maple."

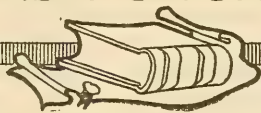
Mother

If I were hanged on the highest hill,
Mother o' Mine,
I know whose love would follow me still,
Mother o' Mine,
If I were drowned in the deepest sea,
Mother o' Mine,
I know whose tears would come down to me,
Mother o' Mine,
If I were damned of body and soul,
Mother o' Mine,
I know whose prayers would make me whole,
Mother o' Mine,
—Kipling.

CARD OF THANKS

Mrs. James Kirby and family desire to express their heartfelt thanks to the United Brotherhood of Carpenters and Joiners and other friends for the numerous messages of condolence and the great manifestation of sympathy tendered them in their great bereavement.

Official Information



**GENERAL OFFICERS
OF
THE UNITED BROTHERHOOD
OF
CARPENTERS AND JOINERS
OF AMERICA**

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Carpenters' Building, Indianapolis, Ind.

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Indianapolis.

First Vice-President,
JOHN T. COSGROVE, Carpenters' Building,
Indianapolis.

Second Vice-President,
GEORGE H. LAKEY, Carpenters' Building,
Indianapolis.

General Secretary,
FRANK DUFFY, Carpenters' Building, Indianapolis.

General Treasurer,
THOMAS NEALE, Carpenters' Building, Indianapolis.

General Executive Board,
First District, T. M. GUERIN, 290 Second
Ave., Troy, N. Y.

Second District, D. A. POST, 416 S. Main St.,
Wilkes-Barre, Pa.

Third District, JOHN H. POTTS, 646 Mellish
Ave., Cincinnati, O.

Fourth District, JAMES P. OGLETREE, 278
Keel St., Memphis, Tenn.

Fifth District, HARRY BLACKMORE, 4223 N.
Market St., St. Louis, Mo.

Sixth District, W. A. COLE, 129 Henry St.,
San Francisco, Cal.

Seventh District, ARTHUR MARTEL, 1399 St.
Denis, Montreal, Que., Can.

W. L. HUTCHESON, Chairman.

FRANK DUFFY, Secretary.

All correspondence for the General Executive
Board must be sent to the General Secretary.

**Report of Delegate to the Canadian
Trades and Labor Congress**

Oct. 1, 1915.

General President, U. B. of C. & J. of
A.

Dear Sir and Brother:

In submitting the following report of the proceedings of the convention of the Trades and Labor Congress of Canada for your consideration, I want to first of all offer a word of appreciation to yourself and to the membership of the U. B. of C. & J. of A. for making it possible for me to attend the convention of the Canadian Trades and Labor Congress, for it has again given me an opportunity of becoming better acquainted with the labor movement in Canada.

The convention opened on Monday morning, September 20, with James H. McVety, president of the Vancouver Trades and Labor Council, in the chair. He welcomed the delegates in a very pleasing address and then called Mayor Taylor to the platform, who also extended, on behalf of the citizens of Vancouver, cordial greetings to the officers and delegates to the convention.

The executive officers' reports gave a brief review of the work which they have been doing during the fiscal year. The reports showed that they have been actively co-operating with officers and members of all trade unions while interviewing the minister of labor and other cabinet ministers for the purpose of securing for the workers of Canada the compensation for their labor to which they were entitled.

Too much credit cannot be given to the executive committee, and to those who assisted them in this branch of their work, for it certainly was the means of directly benefiting the people who worked on public works by putting more dollars into their pockets than they would otherwise have had.

The reports also show that they have

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been endeavoring to secure legislation that would be of benefit to the working class of the country.

The report of Secretary-Treasurer Draper gives an itemized statement of receipts and expenses "and notwithstanding that the past year was one of Dominion wide stress," the report shows an increase in the funds of the Congress.

The following is a summary of the report.

September 1st, 1914, Balance	\$951.04
Receipts from per capita tax,	
charters and supplies	11,833.87
A. F. of L. grant.....	500.00
Interest on bank deposits...	272.14
<hr/>	
Total receipts	13,557.05
Total expenditures	11,542.87

August 31st, 1915, Balance.. \$2,014.18

There were 96 resolutions submitted for the consideration of the convention, calculated to be of benefit to the workers of Canada, and after a great deal of discussion and of lengthy debate, the greater portion of the resolutions were passed upon favorably by the delegates.

Resolution No. 11 embodies the request that the government so amend the fair wages clause so that the union rates of wages and hours be a part of all contracts let by the Federal government.

Resolution No. 12 embodies the request that the government so amend the fair wage clauses so that all work performed by day labor for any department of the government should be paid for on a par with that paid by the contractors for similar classes of work.

The above resolutions were passed on favorably by the convention and are of direct interest to the members of our craft and of the building trades generally, and the executive of the Congress, when presenting these resolutions to the government, should get the hearty support of the men of the building trades throughout Canada.

Resolution No. 69 sets forth the fact that the Moncton Trades and Labor

Council expelled Local Union No. 1249 of the U. B. of C. & J. of A. from said Council on account of a jurisdictional controversy, thereby exceeding its authority, and requesting the convention of the Canadian Trades and Labor Congress to instruct the Moncton Trades and Labor Council to reinstate Local Union No. 1249 without further delay.

The executive stated that the facts in the above resolution were true, but as the Canadian Trades and Labor Congress has no jurisdiction over a jurisdictional controversy between two or more trade unions, it could do nothing in the matter until such time as the A. F. of L. had given its decision in the case.

After much discussion the resolution was referred to the executive to investigate into the whole matter and if the decision of the A. F. of L. be favorable to the carpenters local, then they are to instruct the Moncton Council to reinstate Local 1249 and for failure to comply with the instructions of the executive, the charter of the Moncton Trades and Labor Council shall be revoked.

The convention reaffirmed its previous resolution that the Trades and Labor Congress of Canada go on record that it do all in its power to further advance the cause of international trade unionism in Canada.

After a discussion the convention went on record as being in favor of a 6-hour work day and the executive was instructed to bring the matter before the government with a view to having an act passed whereby all public employes shall work six hours per day.

The election of officers resulted as follows: President, J. C. Watters; Vice-President, A. Watchman, Secretary-Treasurer, P. M. Draper.

If I were to attempt to comment on each of the resolutions that were before the convention for consideration it would certainly make this report of too great a length, therefore I will conclude, assuring you that I took a lively interest in the sessions of the convention, and hoping that much good will come from the efforts of the Congress to the work-

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ers, not only of Canada, but of the whole North American continent.

With besh wishes and kindest regards,
I remain,

Fraternally yours,

J. F. MARSH,

Niagara Falls, Ont., Can.

Local Unions Chartered In September

Baltimore, Md. (Ship Joiners.)
Colusa, Cal.
Douglas, Wyo.
New Haven, Conn. (Reed and Rattan Workers.)
Oatman, Ariz.
Drummondville, Quebec, Can.
New Orleans, La.
Skowhegan, Maine.
Total, 8 Local Unions.

Rejections

C. W. Teccier, a candidate for admission into L. U. 1264 of Clifton, Ariz., has been rejected at three successive meetings.

Building Trade Improves

Building permits for the month of August totaled over \$71,000,000 for 160 cities compared with only \$65,000,000 for the same cities last year, which is also a gain over August, 1913, and a very small decline from August, 1912. Building operations for the year 1915 up to September 31, according to the report of the National City Bank of Indianapolis, have totalled only \$536,000,000 compared with \$584,000,000 a year ago. The fact that building operations so far for the year shows a decline of nearly \$50,000,000 as compared with last year and that the month of August taken alone shows a gain over August of last year is indicative of real improvement.

The bank exchanges in 160 principal cities for August were over fourteen billion dollars compared with slightly less than ten billion dollars for the same month last year, the increase being nearly forty-four per cent. More than half of these cities showed increases over last year, some of the remainder running about the same as a year ago while decreases were reported from a number of cities well scattered through-

out the country. The increases were shown in cities all the way from New York to Oklahoma.

The total money in circulation on the 1st of September was 3,625 million dollars compared with 3,564 million dollars a month ago, and 3,479 million dollars a year ago, the gain being principally in gold coin and gold certificates. The per capita circulation is \$35.89 compared with \$35.05 a year ago and \$34.48 two years ago.

Ten Trade Union Precepts

Trade unionism is founded on moral and ethical principles, the universal establishment of which in the everyday world of men has been the dream of humanity from the earliest ages. It admonishes and teaches the wage earning masses:

- (1) To love our neighbors as ourselves.
- (2) To assist all who are in need.
- (3) To abolish all forms of social injustice.
- (4) To stamp out bigotry, whether of class or creed.
- (5) To be as solicitous for the welfare of others as for ourselves.
- (6) To bring about an era of "the square deal" for all.
- (7) To raise the moral and educational standards of community life.
- (8) To assist all wage earners to obtain a decent living wage.
- (9) To pull down the twin pillars of social injustice—predatory wealth and special privilege.
- (10) To establish an industrial democracy based on the principles of justice and brotherly love.

A Thanksgiving "Owed"

It ain't much to be thankful fer,
At least, I hold it so,
An' it sometimes gets monotonous
As on through life we go;
But it has its compensations,
Joys for those who will not shirk,
And that's just why I'm thankful
For work—just work.

This land's a land of plenty,
But the workers—what a shame—
Do not get their just proportion;
Distribution is to blame.
For more equable conditions
We'll wait patient as a Turk;
In the meantime, let's be merry
And work—just work.

I'm not envious of Morgan,
Not much interested in John D.;
Do not speculate in "futures"
"Bulls" and "Bears" are Greek to me;
My financial operations merely
Serve to float the family ark
On a basis of collateral—
Wages paid for work.

—Gyp The Blood,

Claims Paid



CLAIMS PAID DURING SEPTEMBER, 1915

Claim No.	Name of Deceased or Disabled	No. of Local Union	Length of Membership Yrs.	Mos.	Cause of Death or Disability	Amount Paid
24940	Albert Simonsen	60	21	1	Gunshot wound of head	\$300.00
24941	Gust Swanson	80	9	3	Tuberculosis	300.00
24942	Henry Wagner	129	5	2	Peritonitis	75.00
24943	Philip McAleer	483	21	2	Carcinoma of stomach	300.00
24944	John C. Martin	571	6	8	Apoplexy	75.00
24945	Frank Johnson	1407	12	6	Hemorrhage	125.00
24946	George Treble (Dis.)	38	4	9	Accidental injuries	300.00
24947	Alphre Leblanc	82	5	..	Cancer	75.00
24948	T. F. Thompson	90	8	9	Bright's disease	75.00
24949	Wm. Rosenzing	138	5	7	Fracture of skull	300.00
24950	Wm. U. Royer	143	1	8	Apoplexy	50.00
24951	Mrs. Rebecca L. Cordes	159	2	9	Pellagra	50.00
24952	T. L. Nance	213	10	4	Peritonitis	300.00
24953	Andrew Nelson	310	7	5	Cardiac asthma	300.00
24954	Mrs. Pearl Goodson	379	4	9	Pellagra	75.00
24955	Mrs. Nettie I. Beaudoin	450	3	1	Apoplexy	75.00
24956	Frank Mosbach	464	16	11	Gangrene of leg	300.00
24957	Nils Olson Skog	632	8	1	Tuberculosis	300.00
24958	Charles Isaacson	639	5	3	Typhoid fever	300.00
24959	Narcisse Rheume	730	14	3	Senile debility	125.00
24960	John Searor	747	14	5	Inanition	125.00
24961	Mrs. Elizabeth A. Myers	824	5	2	Pneumonia	75.00
24962	Edwin A. Carlson	941	3	2	Drowning	50.00
24963	Jere McGrath	1041	5	4	Tuberculosis	300.00
24964	Harry Titus	1159	4	8	Tuberculosis	200.00
24965	Mrs. Mary A. Bilstad	1456	14	8	Myocarditis	75.00
24966	Mrs. Josephine Vanis	1786	8	9	Cerebral embolism	75.00
24967	J. B. Pendleton	729	14	..	Pneumonia	125.00
24968	Pierre Mador	1545	10	4	Heart disease	300.00
24969	John M. Carlson	6	30	..	Carcinoma of stomach	300.00
24970	Alfred Terrio	48	16	..	Endocarditis	300.00
24971	Mrs. Alma M. McAndrews	83	3	8	Tuberculosis	75.00
24972	Wm. S. Horavain	181	14	3	Apoplexy	125.00
24973	Wm. J. Olivet	273	31	4	Dilatation of heart	300.00
24974	Mrs. Veronica Pacovszky	309	6	9	Eclampsia	75.00
24975	W. F. Clark	578	8	2	Collapse of scaffold	300.00
24976	J. W. Maloney	586	33	7	Heart trouble	300.00
24977	Maurice H. Okerson	750	8	4	Cardiac weakness	300.00
24978	Mrs. Minnie Davis	1319	8	3	Tuberculosis	75.00
24979	Alfred J. Libby	1561	1	11	Meningitis	200.00
24980	Mrs. Mabel O. Eigenrauch	1	10	10	Peritonitis	75.00
24981	John H. McCune	10	29	3	Apoplexy	300.00
24982	Mrs. Hilda A. Hagman	42	4	1	Pelvic abscess	75.00
24983	Wm. J. Lewis	75	1	7	Tuberculosis	50.00
24984	Mrs. Bessie Williams	75	1	7	Tuberculosis	50.00
24985	Mrs. Viola R. Neel	90	1	7	Tuberculosis	50.00
24986	Joseph I. Dube	97	13	2	Mitral disease of heart	125.00
24987	Mrs. Marie S. Zwierlein	115	16	11	Hemorrhage	75.00
24988	Mrs. Mary L. Carpenter	125	4	3	Hemorrhage	75.00
24989	Thomas R. Davies	125	14	1	Tuberculosis	300.00
24990	Henry C. Jones	132	5	8	Cancer	300.00
24991	D. W. Rolshouse	211	16	1	Peritonitis	300.00
24992	John W. Conboy	241	12	1	Ruptured appendix	300.00
24993	Nicholas Schoeneberger	309	20	4	Appendicitis	300.00
24994	Frank Slawikowski	419	8	3	Prostatitis	75.00
24995	Louis Johnson	457	16	..	Fracture of skull	300.00
24996	Mrs. Juline L. Nelson	655	14	10	Endocarditis	75.00
24997	O. H. Fordyce	690	10	3	Typhoid fever	300.00
24998	Joseph P. Lintchicum	742	3	3	Railroad accident	50.00
24999	Mrs. Anna Force	1128	2	8	Cancer	50.00
25000	S. L. Agnew	1214	2	9	Cancer	50.00
25001	Wm. Jacobs	1367	16	7	Ptomaine poisoning	300.00
25002	Mrs. Lena Volk	1456	3	2	Carcinoma	75.00
25003	Horace A. Whitney	1485	10	3	Apoplexy	300.00
25004	Albert Polak	1786	7	10	Suicide, auto accident	300.00
25005	Edward Moos	1817	9	..	Fracture of skull	300.00
25006	Trustan LaValley	1835	5	7	Cirrhosis of liver	75.00
25007	Jerome Avery	6	9	7	Tuberculosis	300.00
25008	Robert Lorzing	53	18	4	Tuberculosis	300.00
25009	H. Lundstrom	62	22	10	Tuberculosis	300.00
25010	Jacob E. Beachner	72	10	3	Nephritis	300.00
25011	Albert W. Anderson	106	1	2	Typhoid fever	100.00
25012	Mrs. Bella Starabin	138	3	2	Peritonitis	75.00
25013	Frank C. Hewitt	146	5	1	Uremic convulsions	300.00
25014	Wm. Deery	486	4	11	Tuberculosis	200.00
25015	Charles O'Hara	813	9	1	Brain tumor	300.00
25016	R. B. Moreland	887	14	..	Paralysis	125.00

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Claim Name of Deceased or Disabled No.	No. of Local Union	Length of Membership Yrs. Mos.	Cause of Death or Disability	Amount Paid
25017 James G. Mealia.....	1005	13 6	Mitral rejurgitation	300.00
25018 Isaac Levy	1008	5 2	Chronic endocarditis	300.00
25019 Mrs. Rebecca Shaw.....	1099	9 6	Tuberculosis	75.00
25020 Draydon R. Collins.....	48	12 10	Endocarditis	125.00
25021 Mrs. Katie J. Tucker.....	48	14 4	Tuberculosis	75.00
25022 Mrs. Theresa Rothweiler...	55	4 2	Pernicious anemia	75.00
25023 Mrs. Matilda Nelson.....	58	14 5	Pneumonia	75.00
25024 Frank LaBont	78	15 4	Heart disease	125.00
25025 Mrs. Mary Wallace.....	79	14 3	Nephritis	75.00
25026 Gus Anderson Noble.....	87	10 10	Illuminating gas poisoning...	300.00
25027 Mrs. Alice V. Dunn.....	117	12 5	Nephritis	75.00
25028 Chas. J. Elsbach.....	196	15 11	Tabis dorsalis	300.00
25029 Joseph A. Cole (Dis.)	198	7 10	Accidental injuries	400.00
25030 Aaron Kent	211	15 7	Arterio-sclerosis	300.00
25031 Wm. Hayes	219	35 3	Myocarditis	300.00
25032 Mrs. Lydia A. Miller.....	232	12 4	Carcinoma	75.00
25033 Karl E. Doobren.....	247	8 9	Typhoid fever	300.00
25034 Charles B. Brown.....	334	26 4	Cancer	300.00
25035 Chas. O. Bryant.....	345	10 4	Abscess of brain	300.00
25036 Mrs. Emma Schnake.....	367	14 ..	Erysipelas	75.00
25037 Mrs. Sarah Cantwell.....	457	20 4	Nephritis	75.00
25038 Fred S. Coray.....	515	9 4	Tuberculosis	300.00
25039 Jean Montreuil.....	730	13 1	Heart disease	125.00
25040 Ernst Johnson (Dis.).....	1367	5 1	Accidental injuries	400.00
25041 Mrs. Anna Kubal.....	1786	9 ..	Cerebral hemorrhage	75.00
25042 Johan Jerndahl.....	1824	1 8	Dementia	50.00
25043 Jeremiah Donovan (Bal.)...	11	13 10	Bright's disease	175.00
25044 Herman Bung (Dis.).....	1	15 9	Accidental injuries	400.00
25045 John A. Anderson (Dis.)...	58	15 9	Accidental injuries	400.00
25046 L. E. Gerber (Dis.).....	61	4 2	Accidental injuries	300.00
25047 Clem Willenborg (Dis.)...	64	2 11	Accidental injuries	200.00
25048 J. A. Jill (Dis.).....	208	6 10	Accidental injuries	400.00
25049 Aloysius J. Schlichtig (Bal.)	86	1 7	Fall from building.....	100.00
25050 Mrs. Ida Sambovits.....	13	4 5	Nephritis	75.00
25051 Mrs. Phoebe E. Lewis.....	24	5 0	Pus-kidney and pneumonia...	75.00
25052 Walter Hand	31	15 2	Heart disease	125.00
25053 Amos McNeil	52	17 10	Fall from scaffold.....	300.00
25054 Mrs. Anna M. Eklund.....	55	4 2	Nephritis	75.00
25055 Mrs. Helen Gardner.....	72	9 ..	Tuberculosis	75.00
25056 Mrs. Alfrida Johnson.....	73	13 7	Multiple arthritis defermas..	75.00
25057 Henry Grove	87	16 9	Exhaustion	300.00
25058 Mrs. Cena Terpstra.....	100	4 1	Eclampsia	75.00
25059 George Conrad	165	14 2	Broncho pneumonia	300.00
25060 Thomas McInnis	218	14 2	Tuberculosis	300.00
25061 Denver C. Hill.....	288	1 ..	Bichloride of mercury, ether and gas (Poisoning).....	200.00
25062 Emil Oroschin	355	11 6	Mitral disease	125.00
25063 Rufus L. Haywood.....	481	5 ..	Dilatation of heart.....	300.00
25064 Eugene Dion	570	8 11	Carcinoma	300.00
25065 Frank Fusk	643	16 4	Carcinoma of intestines.....	300.00
25066 Mrs. Charity Douberly.....	779	9 3	Heart failure	75.00
25067 Mrs. Agnes McLarty.....	895	5 ..	Carcinoma of rectum	75.00
25068 Mrs. Annie Wesenberg.....	946	2 6	Fracture of skull (Auto acci- dent)	50.00
25069 Mrs. Mary M. McGrew.....	1207	12 3	Tuberculosis	75.00
25070 Mrs. Bessie Gibson.....	1207	12 ..	Organic heart disease.....	75.00
25071 Lorenzo A. Sloan.....	1261	13 ..	Pleurisy	125.00
25072 Mrs. Mary Brown.....	1747	14 4	Endocarditis	75.00
Total				\$24,900.00
Full beneficial claims				\$ 16,775.00
Semi-beneficial claims				2,375.00
Disability claims				2,800.00
Wife's claims				2,950.00

DISAPPROVED CLAIMS FOR SEPTEMBER, 1915

Claim Name of Deceased or Disabled No.	No. of Local Union	Length of Membership Yrs. Mos.	Cause of Disapproval	Amount Claim'd
2774 Mrs. Anna M. Whary.....	1193	2 6	3 months' arrears.....	50.00
2775 Mrs. A. Orendorff.....	829	11 5	3 months' arrears.....	75.00
2776 Abel Oliver Maciel.....	586	1 2	Sick at admittance.....	200.00
2777 Thos. L. Donahue (Dis.).....	217	8 2	3 months' arrears.....	400.00
2778 Henry Geisler (Dis.).....	19	14 2	Physical ailment	400.00
2780 John W. Carse (Dis.).....	246	11 1	Semi-beneficial, not entitled to disability	400.00
2781 Martin Broderick (Dis.).....	161	7 ..	Not result of accident.....	400.00
2782 John Schneider	500	15 ..	3 months' arrears.....	300.00
2783 Nicholas Almodovar	1090	9 9	3 months' arrears	300.00
2784 Anthony Saganick (Dis.).....	1096	6 11	Not result of accident.....	400.00
2785 Mrs. Bertha C. Elofsön.....	1184	1 10	3 months' arrears	50.00
2786 P. A. Erickson	1367	2 5	Not filed in constitutional time	200.00
2787 Mrs. Anna Holmeide.....	1367	4 1	Sick when admitted.....	75.00
2788 David L. Holland.....	1714	5 8	3 months' arrears.....	300.00
2789 Mrs. Florence E. Johnson	1765	4 8	3 months' arrears.....	75.00

Casual Comment



You cannot do justice to yourself unless you are also just and fair to others.

* * *

The Fourth quarterly session of the G. E. B. for 1915, opened under sad auspices.

* * *

The uncertainty of life was strikingly proven in the case of our late General President.

* * *

The ability to make friends and to keep them was one of Jim Kirby's greatest assets.

* * *

Selfishness has been the core of every impulse which has contributed toward man's inhumanity to man.

* * *

The union hater lies at the bottom of a dead sea of his own selfishness but trade unionism is standing on the shore waiting for him to come up.

* * *

No matter how deficient you may be in natural gifts, your trade union furnishes you with an opportunity to further the cause of progress and humanity.

* * *

The labor movement of the country is watching with intense interest the trial of M. A. Schmidt at Los Angeles and looks for his swift acquittal.

* * *

One subway accident more or less doesn't seem to worry the New York subway contractors but the Public Service Commission is beginning to feel uneasy.

* * *

The sudden death of Charles H. Fairall, chief counsel for the defense, during the opening days of the trial of M. A. Schmidt furnishes another set back to the hasty release of this man.

* * *

It was a case of "I told you so" with the New York members of the organiza-

tion following the recent subway accidents. The employment of cheap, unskilled labor on such work is risky business and costly in the long run.

* * *

It may not have been our intention to raise our capitalists to form a war trust but what else can we call the recent amalgamation of the Morgan-Corey-Converse interests with the Schwab-DuPont group?

* * *

The philosophy of trade unionism is of the real, red-blooded, worth-while kind. It foresees a prosperous and contented world of wage earners and it is working in practical manner to achieve that end. Its ideal is the normal.

* * *

John D. Rockefeller Jr., plans to return to Colorado next year and bring Mrs. Rockefeller and their six children with them. The latter are the only bona-fide charter members of "the Rockefeller union."

* * *

The Teamsters' International organization held a very successful convention at San Francisco last month and the officers' reports showed much progress. The teamsters deserve great credit for the fight they have made through the years.

* * *

Accidents are likely to happen at any moment when work is being done by cheap, unskilled and incompetent labor—especially such a job as the construction of a giant subway beneath a big city.

* * *

The teachers fight for freedom in Chicago is being pushed with great vigor. The people of Chicago, the local labor organizations and the A. F. of L. are standing solidly behind the Teachers' Federation in its spirited struggle.

The Carpenter

The death of the British labor leader, the veteran Keir Hardie, which event occurred at Glasgow, Scotland, on September 26, is a loss which the world of labor deplores. Hardie maintained his rugged, democratic spirit to the end.

* * *

Like many another man who rose into prominence in the labor movement in the generation that is passing away, Keir Hardie found his greatest inspiration in Henry George's famous classic, "Progress and Poverty."

* * *

As trade unionists we should remember that a high standard of honor and honesty is demanded of us in dealing with employers, other organizations and the general public. We should at all times live fully up to our obligations.

* * *

Freedom, says Fichte, or someone of his circle, is always either a battle or a march: it is of the nature of both of them that they should appear to the participants during the heat of the movement as planless or chaotic. And so it has been with the struggle of organized labor.

* * *

Those who have kept pace with the fortunes of the labor movement during the changing years know the foregoing to be true and we are reminded that the more freedom we attain the greater becomes our obligation and the greater the need of vigilance to guard against encroachments on our liberty.

* * *

We extend our heartiest wishes to the Bricklayers, Masons and Plasterers' International Union on the occasion of the fiftieth anniversary of that organization's birth which was observed last month. The union was founded in Philadelphia on October 17, 1865.

* * *

The Bricklayers' International Journal for last month contained an interesting sketch of the growth and progress of that sturdy organization which, while not directly affiliated with the American Federation of Labor, has done much good for the labor movement.

The relations between the Bricklayers' Union and the U. B., have been, we are happy to state, most cordial, especially since the working agreement signed between the two organizations became effective last year, which was one of the accomplishments of General President Kirby's term of office.

* * *

Bunji Suzuki and S. Yoshimatso are names that don't sound exactly American or, for that matter, either Irish, Scotch or German. They are the two Japanese delegates to the A. F. of L. convention who have been endeavoring to organize the Japanese workers along American lines.

* * *

We learn from The Industrial Weekly of Syracuse, N. Y., that Brother John T. O'Brien, who was formerly business agent for the D. C. of that city has been appointed superintendent of construction of the new vocational high school by the vocational high school commission of Syracuse.

* * *

The movement among the teachers of the nation in the direction of trade unionism is a sign of the times that is worthy of attention. Lawyers and doctors have combined in their respective associations to safeguard themselves but teaching has remained up to the present an unprotected profession.

* * *

The entrance of teachers into the trade union ranks in various parts of the country is an indication that the democratic leaven is working. We are sure that their becoming trade unionists will broaden the social spirit and insight of the teachers and that their influence will no doubt have a correspondingly good influence on the wage workers.

* * *

We cannot see where Rockefeller's Colorado plan will serve any good purpose other than, perhaps, to humor the fancy of the young multimillionaire who inaugurated it. If nothing else will kill it, it seems to us, the movement will die of inanition because of the lack of initiative, independence and self-reliance

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which are fostered in genuine trade unions but which cannot flourish in artificial ones.

* * *

The Indiana State Council held a very successful convention at Gary, Ind., in the early part of last month which was attended by delegates from various parts of the Hoosier state. From the views expressed by the attending members it is likely that the present year will see every local in Indiana affiliated with that body.

* * *

The proceedings of the Texas State Council Convention which was held at Wichita Falls, Tex., week of August 2, has been held over to the next issue. The convention was one of the most successful in years and was attended by a large number of delegates. General Vice-President Cosgrove attended as a representative of the General Office. G. E. B. members Blackmore and Ogletree were also present.

We take the present opportunity of thanking each and every international organization, state and local labor bodies and individuals who sent messages and resolutions of sympathy to the General Office on the death of Brother Kirby. We also thank those who sent floral tributes.

* * *

The official report of Commissioner Wallstein to Mayor Mitchell in connection with the New York subway accidents places the blame upon the construction company. The report states the timbering consisted of a combination of wood and steel loosely constructed, "placed in such positions that the knocking out of any post below the steel or any steel beam was sufficient to collapse the whole structure." In conclusion he finds that the "progressive collapses of the roadway were due to inadequate supporting structure beneath the surface.

WINS FIRST PRIZE IN LABOR DAY CELEBRATION



In the Labor Day celebration at Marseilles, Ill., this year, L. U. 1037 took first prize of \$25.00 for having the most attractive float in line. The members of the local are seen standing before the float in the costumes which they wore in the parade.

Correspondence



The Question of Caring for the Aged

Editor The Carpenter:

At the last convention of the U. B. held at Indianapolis, Ind., the old aged, sick and incapacitated members were given encouragement by General President Kirby, who in looking toward the future of the organization urged either the erection of a Home for aged carpenters or the installation of a pension system such as would help support the aged carpenter and his good wife. Next, we read in the August issue of The Carpenter, about the great progress made by the U. B. in articles written by our General President and by four of the twelve former General Presidents, but very little was said in the 34th anniversary number about the old, tried and true members, who, in the prime of life, by their untiring efforts made such glorious achievements possible and who are today sick, infirm and helpless. Ex-President Edmonston tells us of the hard trials and struggles of the carpenters thirty-four years ago, but, of course, he didn't tell of any agitation for an old age pension or Home then. In those days "Organize" was the slogan and there was no money for organizing purposes or to pay benefits with.

The glorious achievements of which our General President and former General Presidents have written were made possible by the efforts during the last thirty-four years of the early, unpaid organizers of the rank and file, thousands of whom are today silent in dismemberment because they could not secure work whereby to earn sufficient with which to pay their dues and are disqualified from membership in their locals because of the stringent laws of the U. B. Numerous locals throughout the country are caring for their quota of possibly one hundred or more former U. B. members in the poorhouse with no one to record the part they played in

the hard and well fought battle for the advancement of our organization. Similar trials, disqualifications and final dismemberment is still facing many old and faithful members, who, when once down and out, are forgotten and stricken from the honor roll of 250,000 members.

Here one might ask, couldn't each local union offer a loan of say, \$3.00 per member to be drawn upon when needed by the General Secretary as the nucleus of a fund for assisting the old aged members, as the latter has been instructed to investigate plans, suggestions and collect all data on the subject of an old home or pension plan for submission to the next U. B. convention at Fort Worth, Tex. All local unions and District Councils should take up this worthy subject and make the matter of caring for those aged members who have done so much to build up the U. B. of C. and J. of A., a special issue at their coming meetings.

Fraternally yours,

A member of L. U. 1544.

Wichita's Novel Labor Day Display

Editor The Carpenter:

Labor Day has gone by once more and Wichita, Kas. has had one of the best Labor Day parades ever held. A number of unions had floats, including Local Union 201. Our float was for the purpose of advertising and I will try to give a description of it.

On a wagon platform, 8 by 18 feet, at the front, we had an enlarged working card, 4 feet, 7 inches by 8 feet and from this card we had a sign running to back of float 2 by 10 feet with the words "Eventually you will demand this card. Why not now?" Below the working card on a raised seat we had a doll dressed in a carpenter's uniform resembling that which we wore. This doll held a banner with the words,

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"1881, membership 300. Ten hours labor per day at the rate of \$2.00." At the rear end of the float we had a raised platform of three steps and on it was a big armchair in which was seated the largest man of Local Union 201, who held a banner reading, "1915, membership 250,000, eight hours per day, average \$4.00 per day." From the doll to the armchair we had a white path starting about six inches wide, and ending about thirty inches wide. Over the rear seat was a canopy top draped with the American flag and lined with white. Along the white path we had three palm plants on each side. Below the platform covering the wheels of wagon on each side were enlarged labels of the U. B., 4 feet, 6 inches, by 18 feet long in original colors. At the rear of the float we had an enlarged emblem 18 by 24, a copy of our carpenter's pin. Our decorations were red, white and blue, except rear platform, which was of a golden color with a tan carpet. The float was pulled by a team composed of members of Local Union 201. Two hundred feet of one-inch rope was used and the men hitched together in pairs. At the head of our organization we announced the words, "Carpenters' Union 201, we all pull together!"

After the parade an outing was held at Wonderland Park, which had been thrown open for us for the day. The carpenters, as usual, were successful in carrying off the first prize in the tug-of-war for the sixth year in succession.

The carpenters were also winners in the union label contest for the trade unionist who had the largest number of union label articles on his person, the winner to receive \$10.00 and second prize, \$5.00. There were only three contestants, and all three were carpenters. A. L. Smith had six labels, J. A. Willhite twelve, but Oscar C. Schaar had thirty-eight labels when the committee quit counting.

Since Labor Day the float committee consisting of Brothers N. Nanta, Theo. Thankenfield, and Oscar C. Schaar have placed the union labels of the U. B. used in the parade in our hall and we wonder

if there is another local that has so large a size label in their hall as Local Union 201.

Fraternally yours,
OSCAR C. SCHAAR,
Recording Secretary, Local No. 201.

Local Officials and Their Duty

Editor The Carpenter;

In such an organization as the U. B. of C. and J. of A., complete harmony should prevail and all administrative matters should be transacted without friction or discord. When requests are made by the General Officers on the rank and file, it is only right and proper that same should be complied with promptly and without unnecessary delay.

This is mentioned because from time to time there are requests made upon local officers for information of vital interest to the entire membership which are frequently ignored and often owing to the laxity of local officers, valuable helps and suggestions go unheeded and an injury is wrought the organization.

An instance very much to the point, which revealed a lack of the co-operative spirit on the part of many local officers, is shown by the incompleteness of the supplement to the August issue of The Carpenter in which the General Secretary endeavored to tabulate most valuable information for the benefit of the membership. In numerous cases local officials failed to submit the information required. Such officials should realize that the General Office is not equipped with mind reading operators; they should be more sensible of their duties. For my part, it is with difficulty that I can conceive how a man can stand with hand uplifted and solemnly take an obligation and afterward not live up to it.

Now, brother, let us not allow such a state of things to exist. We have a grand and magnificent organization with almost a quarter of a million men in line. Let us do our best, then both individually and collectively and success will be ours and our organization will continue to grow and prosper so that in the end,

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when we shall have ceased to be, our organization will still go on to posterity and we at least can say, if we have been conscientious officers and members, that we have not lived in vain.

Yours fraternally,

W. A. WEBSTER, recording secretary.
Local No. 1243, Oneida, N. Y.

A Suggestion of Merit

Editor The Carpenter:

Owing to the fact that wonderful progress has been made in the carpenter trade in the last decade, it cannot be denied that the days of the old-time journeyman is rapidly passing away, likewise his shop phrases, jokes and big kit. We are confronted now by modern buildings and skyscrapers which have brought forth new building laws in the cities and larger towns and the enforcement of these laws largely eliminates wood, and when wood is done away with so is the services of the carpenter.

In the place of the old-time carpenter with a large shoulder box or chest full of tools who went on a job prepared to do all kinds of work from start to finish, we see the new style carpenter, "the specialist" coming on the job, clean shaven, with a small kit of modern 2 in 1 tools packed in a box a la suit case, prepared and educated to do only a certain class of work. When that is completed he is gone; others come to do their part, and so on until the entire work is finished. These specialists are displacing the old-time carpenter just the same as the specialists are displacing the old family doctor.

The General Officers of the carpenters are located in one of these modern office buildings erected and owned by the U. B. Yet there is little work therein showing the skill of the old-time carpenter and the tools used in his day.

I believe it would be a grand idea if a room could be set aside or added to the U. B. building in Indianapolis to be used as a museum or curiosity shop to display old-style, foreign and domestic carpenter tools and the different varieties of wood; also books, pictures, or anything

of an historical nature bearing on the trade, relics and pictures of old members or carpenters before the organization of the U. B. It may seem a trifle odd to hoard such stuff, but I dare say there is a vast amount of just such articles owned by old-time carpenters or some of their families that they would be only too glad to dispose of in this manner. To see tools that were in use before the days of machinery and the skill that was displayed then would be a feast for those who appreciate the art that is fast fading away.

WM. P. PATTON,

Pittsburgh, Pa.

Reaching the Wealthy Expatriates

It appears that the new war income tax in England is proving a sore thorn in the side of the wealthy expatriated Americans who have found their way into British aristocratic circles in recent years. American wage earners, we are sure, will shed no crocodile tears to learn that the heaviest contributor, as a result of the tax, will be William Waldorf Astor, who, it is estimated, will have to pay about \$1,250,000 annually.

Other estimates of the large sums which will be demanded as taxes on incomes are Mrs. William Leeds, \$300,000; The Duchess of Roxburgh, \$170,000; Mrs. Cecil Bingham, formerly Mrs. Alice Chauncey, between \$40,000 and \$50,000; Lady Granard, \$100,000. Mrs. Beatty, wife of Admiral Beatty, formerly Miss Edith Field, daughter of the late Marshall Field, \$200,000; Paris Singer, \$100,000; Lady Waldstein, formerly Mrs. Seligman, \$60,000; the Duchess of Manchester, formerly Miss Zimmerman of Cincinnati, \$50,000; the Duchess of Marlborough, the former Consuelo Vanderbilt, \$25,000; Mrs. John Astor, \$30,000, and Lady Cunard, \$25,000.

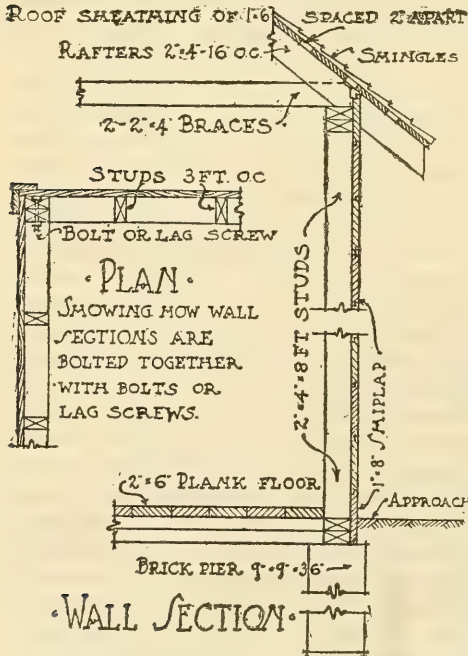
The only regrettable feature, from the American point of view, is that the amounts levied will go into the coffers of the British government and not back to the American people from whose labor such colossal fortunes were piled up.

Craft Problems



Union-Built, Wood Garage is Cheapest and Best

In this day and age of the automobile cheap, ready-made portable garages are much in demand. So popular have they become that you will even find mail order houses offering quotations on them, ready for delivery at prices which are likely to strike one at first glance as miracles of cheapness. Carpenters are not likely to look with favor on the popularity of this style of structure, which are usually of steel frame and sheet metal and mean in the last analysis loss of work to the local carpenter.



Now, we learn from an interesting booklet entitled "John Smith's Garage," written by R. S. Kellogg and bearing the imprint of the National Lumber Manufacturers Association of Chicago, that the cheapness of such garages is merely illusory and that a man can save money by erecting a garage made of wood, em-

ploying the best home union labor and having a good job to boot.

Mr. Kellogg's "John Smith" is your average middle class householder who has scraped and saved to buy an automobile; but "Smith" differs from the usual automobile owner in that he is wise enough to beat the mail order garage manufacturer at his own game and prove that the regular home grown variety can be built cheaper in the long run. This is how he went about it.

Smith, in the first instance, secured quotations from half a dozen of the widely advertised manufacturers of portable garages and upon hearing from them proceeded to do some figuring on his own account.

He had come to the conclusion that he needed a 12x18 foot garage, 8 feet high to the eyes, double doors at least 8 feet wide at one end, a small window on each side and a small entrance door in the other end. This was about as far as his ideas on the subject went. Going over the various circulars and catalogues, he discovered that the cheapest quotation was from a prominent mail order house on a 12x16 foot all steel garage at \$109, with \$4.50 freight to his station, or \$113.50, plus an unknown cost for drayage and setting up, which could not be calculated in advance. Moreover, this price included nothing for foundation or floor, which the manufacturers told him the owner usually provided himself from cement, cinders or other material. When he got through figuring out his proposition, therefore, John Smith was still a good deal up in the air. He was also not at all sure that he wanted a steel frame garage with thin metal sides and roofing of unknown durability. Going a little further into the catalogue of this firm, he found that they quoted a 12x16 foot wooden garage with composition roofing for \$100.50, with \$10 freight and an unknown dray-

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age and erection cost plus \$22 for a wooden floor in case he ordered it with the garage. This looked better, but it made the expense \$132.50, including floor, with no information as to how much extra cost would be for erection.

Then Smith began to question whether these widely advertised metal, portable garages were as cheap as he had imagined, so he returned to the quotations of the ready-made wooden type. Three apparently reliable firms nearby quoted him absolute prices upon the wooden garages, set up on his lot, painted and ready for occupancy. The quotation for these, complete with floors and

order it and set him to work. After a talk with a carpenter he got an idea of about the number of days required to build the structure and about the quantity of lumber required; the local lumber yard supplied him with the probable cost of material. These estimates assured him that he could afford to take the chance of putting up the garage on his own account.

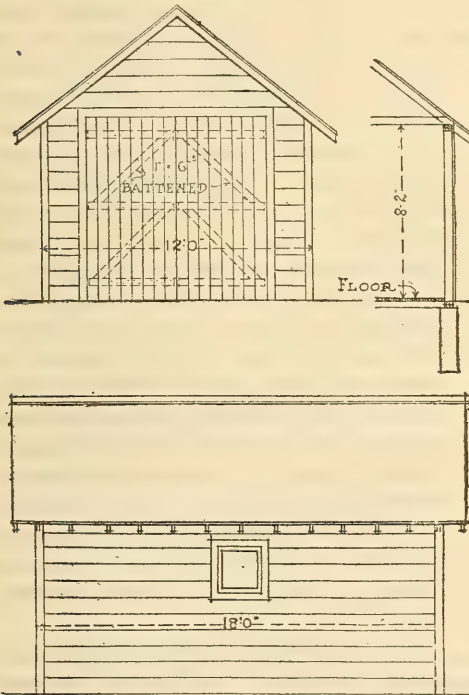
The carpenter told him that by setting two studs instead of one at each of the four corners of the garage, and holding them together with lag screws it would be very easy to take the garage apart in sections and move it to some other site should this later be desired. This settled the matter and he went ahead. No. 1, 2x4's were used for all the framing and rafters. The 2x4's spiked together made the sills; 2x6's were laid for the floor. No. 1 8-inch shiplap was put on the outside, the roof boards were 1x6 No. 2, over which were laid the best grade of shingles. The carpenter made the double front doors from the same material as the rest of the garage. A small rear door and a couple of 24-inch windows were ordered from the lumber dealer; while hinges, lag screws, galvanized nails for the shingles and other similar items were purchased from the local hardware store. The carpenter did the job complete in six days. This was no more than the time required to assemble one of the steel garages which John Smith had figured on, and even paying the carpenter the union wage of 75c per hour, his bill was only \$33.

When the carpenter left the job, therefore, the account for John Smith's 12x18 foot garage stood as follows:

Lumber and shingles.....	\$55.30
Door and windows.....	3.80
Hardware	4.90
Carpenter	33.00

Total\$97.00

A dollar's worth of heavy wire netting and 5c worth of staples sufficed to protect the windows. One dollar and eighty cents was paid for two loads of cinders, which were tramped down in front of the entrance. A gallon of cement



in every detail, erected in his own back yard, were \$150, \$160, and \$175, respectively. He was told definitely what they would cost, and they looked reasonable in comparison with the unknown factors in the ready-made steel types. Moreover there was the fact that metal required more painting and attention to keep in shape under the weather than does wood.

Having gone so far into the subject, Smith wondered why he could not figure up a bill of material with a carpenter,

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enamel paint was put on the floor to protect the wood against oil and gasoline that might drop from the car. Through a government bulletin Smith had learned of a fire-proof paint which had wonderfully well withstood tests in the protection of wood from fire, and since it was composed of a fire preventive substance, mixed with the usual ingredients of a good linseed oil paint, he had no fear as to its durability when exposed to the weather. A dark green shingle paint of this character was got for the roof, a lead grey siding paint for the exterior, and a factory white interior paint of the same make for the inside at total cost of \$10, and the final result was that Smith had a warm, durable, fire-resisting house for his new car at a cost of from 30 per cent to 90 per cent less than the quotations of the manufacturers of portable types.

British and American Trade Methods Compared

An unusually interesting comparison was recently drawn between the methods employed by British and American carpenters by a Vancouver, B. C. building mechanic in a letter written to a London trade paper.

"I have often thought," he says, "what a great benefit to the building trade it would be if the men employed in it were not only acquainted with the methods of their own country, but with those of the whole world. They could then, if they were broad-minded enough, adopt any style of work prevalent in any other country which could be proved to be better than their own. I am an Englishman, a carpenter by trade, and I have worked at it in British Columbia about six years. My own idea concerning the methods of work here is that some are better than British, some not so good, and some about the same.

"Every home I have worked on—no matter how small—has had double floors, the under one being of shiplap generally laid diagonal, and the upper one tongued and grooved. The skirting,

or baseboard, as it is called here, is never scribed to the floor, quarter-round being nailed to the floor instead to hide the joint; the skirting can therefore shrink and the shrinkage not be noticed. This method is much quicker, and makes a tighter job.

"Studs are never mortised and tenoned into either sill or head, being rightfully considered unnecessary as nails hold them just as well. Door-hanging is made easier by using loose-pin butts. Staircases are rarely made in the shop, but are built up on the job; this method takes longer, and is not so good a job when finished.

"The sash frames here have no back linings, for they are unnecessary, as on a frame house there is no mortar to contend with. They also have no inside linings, a wide casing being used instead of an architrave, which is nailed to the pulley stile on the inside edge and through the plaster into the studding on the outside edge. The usual way to put the sashcords in here is to cut them into lengths, thread them through the pulleys, and hang the weights before the inside casing is fixed, instead of taking out the pocket. This method causes some enterprising builders to omit cutting the pockets, which neglect causes trouble if a sashcord happens to break. In the smaller towns the sashes are very rarely hung at all, the top one generally being fixed and the bottom one having to be propped up with a stick to keep it open.

"Every carpenter here carries a steel square, although the majority do not know much about its uses, but use it for squaring off boards.

"The Canadian and American carpenters file their saws with the file pointing toward the point of the saw, instead of toward the handle, and the majority of Old Country carpenters adopt this method soon after they arrive in this country. I fail to see, however, that this is any better than the Old Country method, which I still practice."

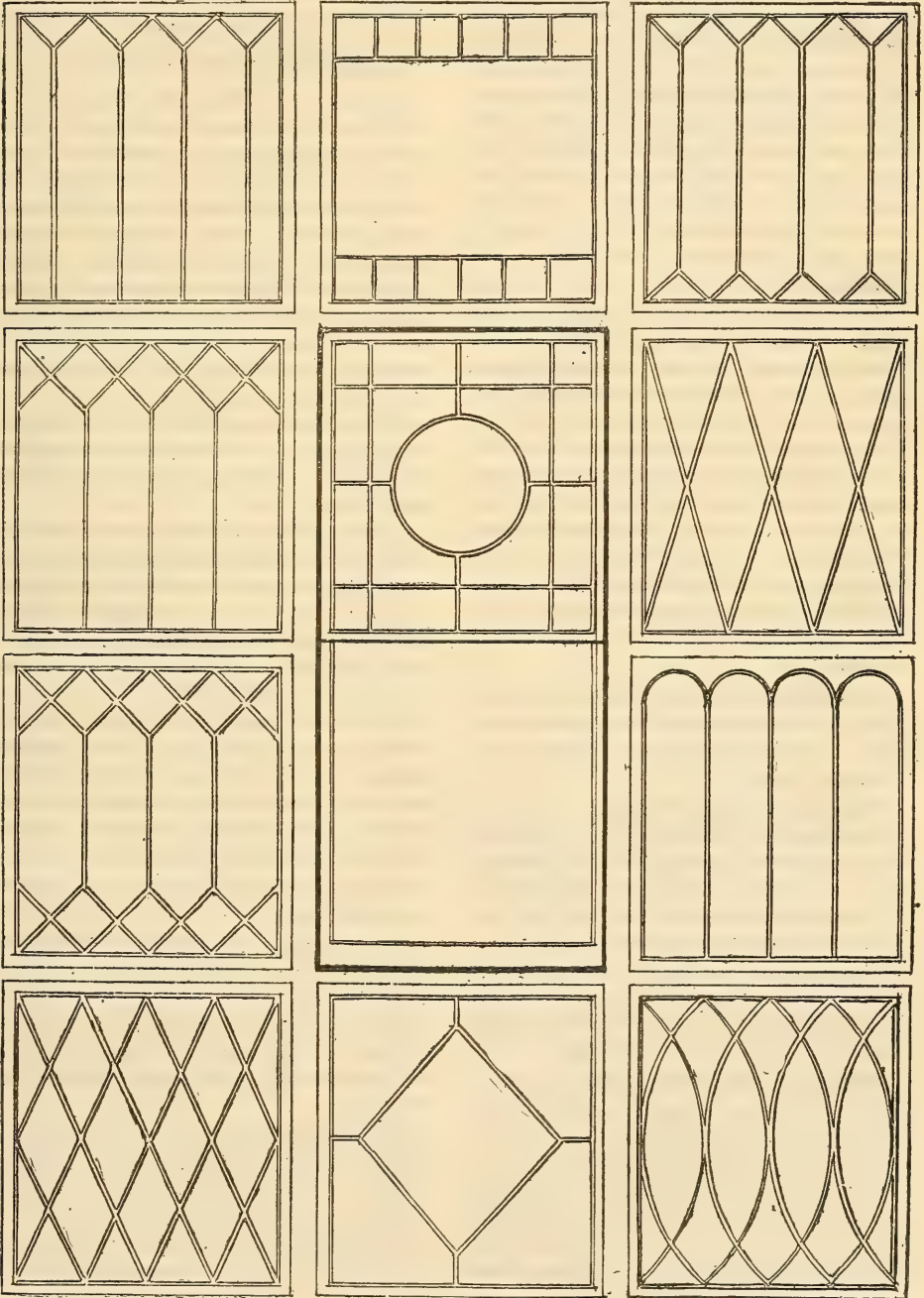
The Carpenter

Value of the Queen Anne Window of the Present Day

(By Dwight L. Stoddard.)

I spent my childhood days in a house that was built somewhat over one hun-

dred years ago. It must have been something of a bungalow, for it was sided with rough siding on the outside; in fact, I suppose it was sided before the day of dress siding was at hand.



The Carpenter

I well remember the dingy little windows, the panes of which were about 9x12, which was probably as large as they could make them at that time. You can imagine later on, when we sold the old home and rented a more modern building, how glad I was to be able to look out of windows with glass 14x16. Of course, in those smaller lights it took a large number to make a complete window, not less than four lights to the sash, and you can realize what a delight it was eventually when we built our own home to be able to look out of fine, big windows about three feet square.

I was convinced then that we had learned to make big glass and that there was no danger of ever being bothered again with the smaller and what seemed to me to be "good for nothing" lights. The great big clear light had the advantage over the tiny lights in many ways, but nevertheless after we had got our home all fitted up with the big, fine single sash, two light windows on came the bungalow ruff siding as we had it hundreds of years ago and those dingy little, small light windows came into fashion.

In bungalows hot bed sash is generally used. In the good old Queen Anne style of house larger sash with larger lights are used.

A person is usually sitting down most of the time in the house and therefore the perspective is largely viewed through the lower sash. The need therefore is for variety and to keep in style, the idea seems to be to have a nice, big glass to look out of and yet have smaller ones to make a nice appearance. As a rule the upper sash looks most beautifully with some of the Queen Anne designs.

The upper sash may simply have a row both top and bottom, and leave the center large and plain, or it can have a border clear around it or it may be entirely filled with tiny squares or it can be of any of the other styles shown as well as a few others. These all make very nice showy windows and are practically inexpensive as they are stock

patterns, and can be easily purchased any time at any sash factory.

Any of those patterns with large glass in the bottom sash far surpass what I call the hot bed sash of the bungalow style.

Economic Uses of Lumber

(Collated by Owen B. Maginnis.)

In the lumber trade woods are divided into two classes, viz: hard and soft.

This division is a little confusing. It is made not necessarily with reference to the hardness of the woods, but according to the species of the tree. Broad leaved trees being known as hard woods, and the coniferous (needle leaved) trees as soft; although poplar, a broad leaved tree, is soft like pine, and yew a conifer ranks high in hardness.

Knots, coarse grains or other defects may or may not reduce the strength of the timber according to their location in the pieces.

Season checks in timber may or may not be a source of slight weakness more injurious on the vertical than on the horizontal face of a stringer or joist, and their effect continues even after they have been closed up as many do, and are no longer visible.

As far as present knowledge extends "rafted," "kiln-dried," or "steamed" lumber are as strong as other woods and whenever these processes tend to aid in a more uniform or perfect seasoning they increase the strength.

Pine bled for turpentine is as strong as unbled wood.

For framing, when light, stiff wood is wanted, the soft woods excel. Also where heavy, steady loads are to be supported, yellow pine, spruce, etc., will answer as well as hard woods, which are costlier for the same amount of stiffness.

If small dimensions are desired with moving loads or shocks to be encountered as in farm machinery, the hard woods should be used. For engine bed foundations and the wearing and buffeting pieces in heavy construction work, oak in most cases is best.

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Heavy wood always surpasses in strength light wood of the same species, this should be remembered always.

Different kinds of wood may be used for the same purpose. For example, the following are suitable for outside finish and trim and can be readily used: White pine, whitewood, fir cypress, chestnut, North Carolina pine, and long leaf yellow pine.

For outside work, woods that are not easily affected by the weather should be used, such as white pine, cypress, cedar, fir, spruce and long leaf yellow pine. Spruce and long leaf yellow pine are not good woods for outside trim, etc., as spruce will show bad checks after having been exposed for a short time, and yellow pine will not take a fine paint finish. However, both of these woods are excellent for outside structural work, framing, etc., and both are strong and durable.

Cypress is undoubtedly a very good wood to use for trim siding, etc., as it is more durable than most woods and the price, grade for grade, is much lower than that of other woods, suitable for outside finish.

The selection of the kind and grade of wood is always very important. Consideration should be given to the prominence, character, location and strength of the wood needed for any work.

It is possible at times to obtain just as satisfactory results with a very cheap low grade of wood as with an expensive high grade. Very often also a higher grade of a cheap wood can be used to better advantage than a lower grade of an expensive wood.

There is no objection to using a grade of lumber containing sound standard knots in work where stress is negligible, such as siding, trim, casings, partitions, outbuildings, cabinets, closets, book stalls, shelving and so forth. All sound knots should plane smooth, and in sound knotted woods if all the knots are first coated with shellac and then the whole piece well painted with three or four coats of good paint, any appearance of knots will be obliterated, and the work in which they occur will look as well,

last as long, and cost much less than if clear lumber be used.

Random widths should always be called for when ordering any kind of lumber, except in white pine, yellow pine, North Carolina pine, cypress and spruce. Dealers stack the lumber in their yards in this way; consequently, if lumber of one width and one length is specified, it is necessary for the dealer to sort over many thousand feet to get the required widths and lengths, and very often, too, he has to send the boards to the mill and have them ripped to get the lengths wanted. Not only is the cost of handling and millwork added to the price, but the depreciation in the value of the remainder of the stock, together with the cost of any waste pieces made by ripping, which the buyer does not get, is also added. Therefore, unless a great many pieces of one size are to be used without cutting, specified sizes other than those included in the respective grades should not be called for.

Wide boards cost more than narrow boards in the same grade. For example: No. 1 grade of North Carolina pine 1x4 inches to 6 inches costs \$30.00; 1x10 inches, costs \$35.00; 1x12 inches costs, \$40.00, 1x13 inches and up costs \$45.00 per thousand feet board measure. The price of thick boards is also more than that of thin, varying from \$2.00 to \$15.00 per M., according to thickness. The market price of each, at the time wanted, should govern to a great extent the kind and grade called for.

What Do You Care?

Out to the mines in the chill of the morn,
Stunted, ill nourished comes the forlorn
Stream of humanity—undersized men,
Slaving and toiling for life blood but then,
Dressed warm and cozy, with slate, book and
rule,
George and your Nellie have started to school;
They are your children, their cheeks warm and
fair,
While Tony's a hunky, so—What do you care?

Over the bridges, the hills, and the fen,
Streams the procession of undersized men
Climbing the stairs to the waiting machines;
Lowered in cages to death-marked ravines.
Look at their faces; sad, pinched and worn!
Look at their garments; threadbare and torn!
Look at their swagger, their precocious air,
Some mother's babies, but—What do you care?
William Edward Ross in Pearson's.

News Notes from Local Unions



Jacksonville, Fla., Duval County, D. C.—This D. C. sends in a very unfavorable account of conditions in Jacksonville. Secretary Charles V. Barry says conditions during the past summer have been very bad with only a few jobs being done, while at present there is no work of any size in sight. He adds: "More than half of our men have had to leave Jacksonville to secure work, and sixty per cent of what is left are on the streets." He warns all traveling brothers to stay away.

* * *

St Petersburg, Fla., L. U. 531.—All carpenters contemplating coming south this fall should stay away from the west coast of Florida, especially St. Petersburg. No attention should be paid the "booming" notices of real estate agents which are nearly all badly exaggerated. Sixty per cent of the members of this local are unemployed and have been so for the greater part of the summer. W. W. Plunkett, R. S.

* * *

Keokuk, Ia., L. U. 523.—At a recent meeting of this local it was decided to insert in The Carpenter a statement regarding working conditions. Keokuk has been so widely advertised on account of water power development that we have double the amount of carpenters needed at present, the local members not averaging half time during the last year. G. E. Olsen, recording secretary.

* * *

Newport News, Va., L. U. 396.—The Newport News carpenters have decided to take the city off the "stay away" list in The Carpenter, as there is a demand for union men in that locality at present and future prospects seem favorable. J. H. Williams, recording secretary.

* * *

El Paso, Tex., L. U. 425.—The Labor Day celebration here this year was a red letter event for the carpenters of El Paso. The members of our organization

had the honor of furnishing the Queen for the big parade and also carried off the two first prizes; one for having the most attractive float and the other for making the best showing among the unions in the line of march. Even a carpenter won the waltz prize at the labor ball. The El Paso carpenters are wide awake. S. M. Hyten, Secretary.

Successful Trade Movements

Roxbury, Mass., L. U. 394.—The trade movement instituted recently by the Roxbury boxmakers has terminated, an agreement having been signed with the employers which calls for an increase of \$1.00 per week, agreement to remain in force for five years. The old scale was \$3.00 per day. Working hours will remain 8¾ per day as heretofore until October 1, 1917, when a 44-hour week shall take effect.

* * *

Franklin, Pa., L. U. 682.—The dispute with the contractors over the terms of our spring trade movement which has been pending since April 1, has been satisfactorily adjusted. We have succeeded in obtaining a minimum wage of \$3.75 per day for an 8-hour working day, with the understanding that we are to get a further increase on April 1, 1916. President J. C. Harrah, of our local, has been nominated for sheriff of the county and we are hoping for his success in the November elections. I. W. Ferguson, R. S.

* * *

San Angelo, Tex., L. U. 411.—The new wage scale of this local became effective September 1, and the prevailing rate of pay for carpenters in San Angelo is 45 cents per hour. Working hours are 8 per day.

* * *

McGuire Memorial Services

The annual Labor Day ceremony at the grave of P. J. McGuire in Arlington

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cemetery, N. J., was carried out this year with customary impressiveness. A committee consisting of five members of L. L.'s No. 8 and No. 122, and three members of the Philadelphia D. C. were in charge of the services which were attended by a large number of carpenters and Central Labor Union representatives from Philadelphia and Camden, N. J. Mrs. P. J. McGuire, her three daughters, son-in-law and infant grandson represented the family at the cemetery. A change for the better in the health and circumstances of Mrs. McGuire and family was noted by those present and she expressed her hearty appreciation for the assistance rendered her by the U. B. of C. and J. of A.

* * *

Another Victory for Lawson

We are glad to note that John R. Lawson has been freed from the Las Animas county jail at Trinidad, Colo., where he was confined for three months serving

the life sentence imposed on him by Judge Hillyer after an opera-bouffe trial. As soon as the state Supreme Court handed down a decision granting Lawson's release on bond, pending a hearing of the appeal for a new trial, his bond in \$35,000 was signed by former United States Senator Thos. M. Patterson and Verner Z. Reed, the noted metal mining promoter and capitalist.

The fact that two of the wealthiest and most influential citizens in Colorado were willing to go bail for Lawson in such a figure furnished an indication of the manner in which the people of Colorado look upon the trumped-up charge against the miners' leader. The citizens are sick and tired of the action of the state officials in prolonging the era of hate in the coal regions and have long wished for a general amnesty declaration from the Governor which would free numerous accused miners and end the whole miserable business.



The "Mephisto" float, shown above, took first prize at the state labor parade, held at New Haven, Conn., on last Labor Day. The float was decorated by members of Machinists Local 73, of Wallingford, Conn., and was designed to give publicity to the "Mephisto" union-made bits which are manufactured by the W. A. Ives Company, of Wallingford, Conn. This firm on July 1, last, placed the union label on every product it manufactures.

State Council Activities



New York State Council Convention

The ninth annual convention of the New York State Council which was held at Concordia Hall, Gloversville, N. Y., August 9 to 11, proved a most successful event from every point of view. On Monday morning, at the opening session, Chairman Ostrander, of the local committee on arrangements, welcomed the delegates and presented the Rev. Joel Grubb of the Lutheran church and Mayor George W. Schemerhorn who bespoke for the delegates a very cordial reception from the people of Gloversville. State Council President T. M. Gilmore suitably replied "on behalf of thirty-five thousand builders of homes in the Empire state, organized under the banner of the U. B. of C. and J. of A," and called the convention to order.

The credentials committee, composed of Brothers Brundige, Woodhull, Dugid, Graft and Williams, recommended that delegates from 37 local unions be seated:

District Council delegates—H. C. Woodhull, South Shore District Council; Ralph H. Harter, Mohawk Valley District Council.

At Tuesday morning's session communications were received from General President Kirby, First Vice-President Hutcheson, General Treasurer Neale, General Secretary Duffy, G. E. B. Members Potts, Martel, Ogletree and Blackmore, and President W. H. Walsh of the Massachusetts State Council, regretting inability to be present. Later in the day Second General Vice-President John T. Cosgrove, who represented the General Office at the convention, spoke and felicitated the State Council on its progress and hoped for greater advancement in the future. G. E. B. Member Post, fraternal delegate from the Pennsylvania State Council; Brothers Calhoun of New Jersey, Pratt, of Massachusetts and McNeely of Con-

necticut were also among the speakers at the opening sessions.

State President Gilmore's report to the convention contained a fund of valuable information and was of special value because it outlined the tireless efforts of Brother Gilmore and his confreres during the last year to secure needed legislation at Albany and to safeguard existing laws of benefit to labor. It was unfortunate, however, that all such efforts proved unavailing for, as Brother Gilmore pointed out, labor not only got no beneficial legislation, but many measures which were of a distinct value to labor were trimmed to suit the wishes of the special interests.

President Gilmore dwelt especially on the fight which was made on the compensation law and of the herculean efforts put forward by the representatives of the labor unions of the state in striving to kill the Sage-McDonald amendments. Trade union opposition to the repeal of the alien labor law was also outlined, and the repeal measure, signed by Governor Whitman, was characterized as "a damnable act" which gave everything to the contractors, "but neither substance nor shadow to American citizens or workmen." President Gilmore's report also referred to the activities of labor in connection with the state constitutional convention and set forth the amendments presented to that body under the title of labor's demands for justice.

Secretary-Treasurer Fieseler's report dealt in detail with the financial condition of the council and of business transacted which came within the jurisdiction of the Secretary-Treasurer's office during the year. He recommended that all printing work required by the state Council be turned out by the U. B. printing press at headquarters, and also urged that all locals lax in affiliating with the state council be suspended.

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Fraternal Delegate E. Schoonmaker presented a report of the New Jersey State Council convention held at Burlington, N. J., and Albert E. Gasteiger and Thomas Dalton, respectively presented reports of the Massachusetts State Council convention held at North Adams, Mass., and of the Connecticut convention held at Stamford, Conn. G. E. B. Member T. M. Guerin also presented a comprehensive report of the New York State Federation of Labor convention held at Schenectady, week of August 25, 1914.

Among the resolutions adopted by the convention was one urging an amendment to the penal law in relation to fraudulent representation of membership in labor organizations; the repeal of the alien labor law was deplored and the constitutional convention (then in session) was called upon to submit an amendment to the constitution, whereby none but American citizens should be employed in state, county and municipal work. A resolution submitted by Local Union No. 72 urging agitation for a forty-hour week was approved as was also one from Local Union No. 301, urging the promotion of union labeled goods. A resolution was passed condemning the action of certain delegates to the state constitutional convention for their action in trying to take from the laboring man all of the benefits and protection from exploitation which he had gained by law after twenty years of unceasing effort.

At Wednesday's session the following officers were chosen: President, Thomas Gilmore, Albany; First Vice-President, J. T. O'Brien, Syracuse; Second Vice-President, F. M. Connors, Rochester; Secretary-Treasurer, Chas. Fieseler, New York. Executive Board: First District, Wm. Housman, Staten Island; Second District, Ed. Cotter, New Rochelle; Third District, Wm. Schindler, Middletown; Fourth District, Thos. Ryan, Utica; Fifth District, S. Marwick, Watertown; Sixth District, H. B. Stevenson, Auburn; Seventh District, F. Schanbacher, Buffalo. For delegate to State Federation of Labor: Thomas Gil-

more, of Albany; Massachusetts Fraternal Delegate, H. Gerhardt, of Kingston; Connecticut Fraternal Delegate, W. Hall, of Brooklyn; New Jersey Fraternal Delegate, John Graf, of Brooklyn; Pennsylvania Fraternal Delegate, John Barber, of Rochester.

All officers were elected unanimously with the exception of Second Vice-President Connors who was opposed by Brother A. A. Gasteiger, whom he defeated. It was decided to hold the next convention at Oneida.

Brothers Calhoun, Fieseler, Pratt and others addressed the delegates toward the close of the convention. Brother McNeely, of Connecticut, spoke on the mill question regarding the nine-hour day and the shop men causing friction in all cities and towns which cannot be organized on account of the expense. Delegate Post spoke of the city of New York and the non-union conditions existing there and its cost to the national office in regard to injunctions. Vice-President Cosgrove was also called upon to speak and urged an organizing propaganda in every locality. In closing he conveyed greetings from General President Kirby and his brother officers.

One of the last acts of the convention was the presentation to President Gilmore of a handsome gavel, the gift of the delegates, for his untiring services to the cause of labor at Albany. The presentation was made by Brother Fieseler.

The Hog's Little Tale.

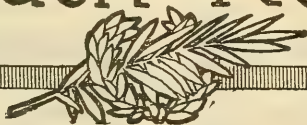
The hog is the champion non-unionist—an individualist par excellence.

Organization is foreign to his swinish nature. Like his human prototype, he is satisfied with conditions as he finds them.

It never occurs to his porcine mind to protest against the status quo, until "in the fell clutch of circumstance" he is brought face to face with the unescapable efficiency expert, whose knife, dexterously wielded, cuts short his career.

Alas for hogs, especially the human ones!

Death Roll



KIRBY, JAMES, of L. U. 199, Chicago, Ill.

O'HARA, PATRICK T., of L. U. 432, Jersey City, N. J.

Information Wanted

This is a photograph of Loyal Armour, a member of L. U. 1377 of Buffalo, N. Y., who left the city some time ago for parts



unknown. He left his wife and family in very poor circumstances and is believed to have deserted them. Information concerning Armour should be sent to John Schaefer, secretary of L. U. 1377, 45 Riverside Ave., Buffalo, N. Y.

U. B. Member's Son Missing

Alla Ringler, seventeen-year-old son of H. A. Ringler, a member of L. U. No. 321, of Connellsville, Pa., left home at



Scottdale, Pa., on September 15, in company with another boy about his own age, and has not been heard of since. They are thought to have gone in the

direction of Ohio. Young Ringler has light brown hair and is light complexioned; he weighs about 120 pounds. Information which will lead to his whereabouts will be thankfully received by Brother H. A. Ringler, 12 Hickory St., Scottdale, Pa.

Lumber Statistics

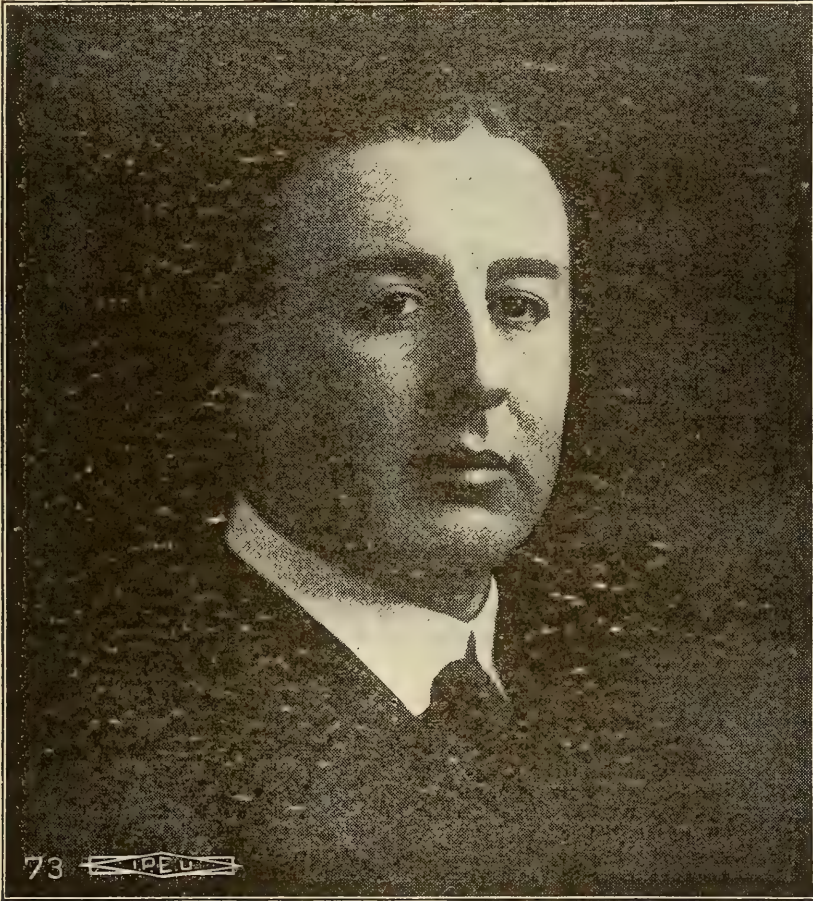
The production of Northern Pine in July was 111 million feet compared with 108 million feet in June and 131 million feet in July of last year. Shipments were seventy-two million feet compared with seventy-five million feet in June and ninety-two million feet in July of last year. Mill shipments of Western Pine for July were eighty-seven million feet compared with eighty-nine million feet in June and ninety-two million feet in July of last year. Yellow pine cut in July was 382 million feet compared with 375 million feet in June and 419 million feet in July of last year. Shipments were 420 million feet compared with 378 million feet in June and 431 million feet in July of last year. The general lumber situation is not improving but the increased activity in building operations must soon be felt by the lumber interests. Unfilled orders in yellow pine at 150 mills now stand at over seventy thousand cars or 312 million feet.

For the necessary capital for peace recuperation, just as much as for war supplies we must look to America. That does not mean the American common man will be any better off than at present. The rise in prices probably will make him practically worse off, but the American plutocrat will become the financial master of the world.—H. G. Wells.

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A FRIENDLY OFFICIAL

Rarely has a municipal official won the respect of the labor movement in so thorough a fashion than has Mayor Thompson of Chicago. During a short term of office he has already displayed great fairness and impartiality, and was instrumental in effecting the settlement of the strike of the members of our organization in that city a few months ago. It will be remembered that through his good



Mayor Thompson of Chicago

offices both sides were brought together, and kept in session until a satisfactory agreement was arrived at. His active and kindly interest as umpire in the recent street car strike which he successfully terminated was another achievement for him.

He is a native of Chicago, and when a young man went west and engaged in cattle raising. Returning to Chicago he became a real estate dealer and took an active part in civic affairs. In course of time he was elected alderman, then county commissioner and, finally, mayor of the city. Mayor Thompson is a great believer in the principle of arbitration in the settlement of labor disputes. He is a man of high ideals and his accomplishments in recent months show that he has the interest of the toilers and all citizens at heart.

Für Unsere Deutschen Leser



Jurisdiktions-Ansprüche der Vereinigten Brüderschaft der Bauschreiner und Zimmerleute von Amerika.

Die Jurisdiktion über die, von der Vereinigten Brüderschaft der Bauschreiner und Zimmerleute von Amerika beanspruchten Arbeiten, sowie deren Einteilung, sind vom General-Exekutiv-Board wie nachstehend spezifiziert worden und soll diese Spezifikation allen Organisatoren, Geschäfts-Agenten und Beamten der Local-Unions zur Richtschnur dienen. Es wird von jedem der Beamten erwartet daß er oder sie darauf achten, daß diese Arbeiten wie spezifiziert von Mitgliedern der Vereinigten Brüderschaft in den Gebäuden angebracht oder aufgestellt werden.

Jurisdiktion.

Die Jurisdiktion der Vereinigten Brüderschaft der Bauschreiner und Zimmerleute von Amerika soll sich auf alle Zweige des Carpenter- und Schreiner-Gewerkes erstrecken. Diese Organisation soll die Machtbefugnis besitzen, untergeordnete Locals, Hilfs-Unions (Auxiliaries), Distrikt-, Staat- und Provinzial-Councils, in allen Zweigen des Gewerkes in denen gelernte Arbeiter beschäftigt sind, zu organisieren und ihnen Freibriefe (Charters) zu erteilen. Diese haben die Anweisungen obiger Organisation zu jeder Zeit zu beobachten und sich ihnen zu unterwerfen.

Der Vereinigten Brüderschaft steht das Recht zu, alle Angelegenheiten die sich auf die Gemeinshaftlichkeit der Arbeiter der verschiedenen sowie der verwandten Gewerkszweige beziehen, zu regeln und Bestimmungen darüber zu treffen.

Den untergeordneten Locals, einschließlich der Hilfs-Unions, Distrikt-, Staat- und Provinzial-Councils, ist das Recht zugestanden alle für sie notwendigen Gesetze zu machen, welche indessen nicht mit den Gesetzen des internationalen Körpers in Konflikt kommen dürfen.

An Orten wo Centralkörper bestehen, sollen Local- und Hilfs-Unions, Distrikt-, Staat- und Provinzial-Councils, die Macht haben die Gesetze solcher Körper zu inforcieren; vorausgesetzt, daß solche Gesetze mit den Gesetzen der Vereinigten Brüderschaft übereinstimmen.

Der Vereinigten Brüderschaft ist das Recht vorbehalten, die Jurisdiktion solcher Local- oder Hilfs-Unions, Distrikt-, Staat- oder Provinzial-Councils festzusetzen die ihre Geschäfte in einer Weise führen durch welche

das Wohlergehen des internationalen Körpers bedroht wird.

Die Vereinigte Brüderschaft soll die zur Leitung der Local- und Hilfs-Unions, Distrikt-, Staat- und Provinzial-Councils und deren Mitglieder erforderlichen Gesetze erlassen und inforcieren.

Gewerks-Autonomie.

Die Gewerks-Autonomie der Vereinigten Brüderschaft der Bauschreiner und Zimmerleute von Amerika bezieht sich auf die Zubereitung (milling), Gestaltung, Fügen und Zusammensetzen, Aufstellen, Anschlagen und Niederreißen allen, ganz oder teilweise, aus Holz, Gohlmetall oder Fasern bestehenden Materials. Sie bezieht sich ferner auf die Montierung und das Auseinandermachen aller Maschinerie wozu die Geschicklichkeit, Kenntnis und Gewandtheit eines Carpenters, sei es in der Handhabung der Maschinerie oder in Gebrauch von Handwerkszeug, erforderlich ist.

Unsere Jurisdiktions-Ansprüche umfassen somit folgende Gewerkszweige und verwandte Berufe:

Bauschreiner und Zimmerleute;
Schiff-Carpenter, Schreiner und Kalfaterer;
Schiff- und Boot-Bauer;
Eisenbahn-Carpenter;
Brücken, Dock- und Werften-Carpenter;
Treppen-Bauer;
Kuhboden-Leger;
Möbel-Schreiner, Bank- und andere Arbeiter des Möbelfachs;
Mühlen-Bauer;
Car-Bauer;
Kistenmacher;
Rohr- und Kotang-Arbeiter;
Und alle in der Handhabung von Holzbearbeitungs-Maschinerie beschäftigten Arbeiter.

Wenn die Bezeichnung „Bauschreiner und Zimmerleute“ gebraucht wird, so sollen alle oben benannte Zweige und verwandte Berufe darunter verstanden sein.

Definition von Worten und Redensarten.

In obiger Erklärung unserer Jurisdiktions-Ansprüche und Gewerks-Autonomie sind folgende darin vorkommende Worte und Redensarten wie nachstehend aufzufassen, es sei denn aus deren Zusammenhang ginge klar hervor, daß es sich um einen anderen als dem gewöhnlich damit angedeuteten Begriff handelt.

Die Bezeichnung „Bauschreiner“ und die Bezeichnung „Zimmerleute“ sind tatsächlich gleichbedeutend. Unter beiden sind Arbeiter

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gemeint, welche nachstehend bezeichnete Arbeiten verrichten: Zusammensetzen und Herstellen von Dächern und anderer Teile eines Gebäudes wie Fußbodenlegen; Herstellen und Anbringen aller Gesimse und Verzierungen aus Holz; Anbringen aller Art Kehlleisten aus Holz oder Hohlmetall, sowie aller Lauffleisten für Plumber; Schneiden der Öffnungen für Röhren durch Fußböden, Pfosten oder ganz oder teilweise aus Holz bestehende Zwischenwände; Anbringen aller Holzarbeit in Badezimmer und aller Lampen an eisernen oder anderem Metall bestehenden Gegenstände; Anbringen allen Holzwerks, in rohen oder bearbeitetem Zustande, zwischen eisernen Trägern oder Pfosten für feuersichere oder in Konkret ausgeführte Einrichtungen; Herstellen und Anbringen aller für Konkretarbeit erforderlichen Formen, Leisten und Schirmnebe (Screens) für feuersichere Fußböden; Einpassen und Anschlagen aller Fenster, Türen, innerer und äußerer Fensterladen, Fensterrahmen und anderer Rahmen; Anbringen aller Gyps-, Compo-, Holzmark (pulp), Wurfzettel oder Mastix-Tafeln, wenn Säge und anderes Carpenter-Werkzeug hierzu erforderlich ist. (Bemerkung: Auf das Anbringen von Tafeln aus Pariser Gyps oder einer Composition von Spähnen, Hanf, Fasern oder Stroh bestehend, wie solche anstelle von Latzen zur Verwendung kommen, wenn hierzu keine Säge oder anderes Carpenter-Werkzeug erforderlich ist, erheben wir keinen Anspruch.) Anbringen und Herstellen allen Füllholzes, hölzernen Konsolen für Zimmerdecken mit Seitenwände aus Metall; Anbringen des Füllholzes für Gesimse und allen Grundholzes für Gyps- oder Cement-Ueberzug; Errichten aller Bühnengerüste, wenn hierzu Carpenter-Werkzeug nötig ist; Herstellen und Errichten aller Hebemaschinen aus Holz; Herstellen von Mörtelbrettern, Mörtelkästen und Gestelle; Einsetzen der Mörtelpfosten und Stützen und Abreißen und Verrücken von Häusern u. s. w.; Schneiden und Annageln aller Arretierhölzer an Türen und Fenster; Herstellen allen provisorischen Holzwerks, Hebestelle, Travelers und anderer Vorrichtungen aus Holz oder Fasern bestehenden Materials, wie solche von Carpenter-Kontraktoren benutzt werden; Anbringen aller Metallbeschläge; Aufstellen aller inneren Einrichtungen wie Türen, Fensterrahmen, Zwischenlagen (buck) (aus Holz oder Metall-Ueberzug, wenn hölzerne Stützen oder Reile zur Verwendung kommen), und aller Gehäuse (casings); Anbringen der Kehlleisten, Wand- oder Kamin-Bekleidung aus Holz, aller Sockel oder Schutzbretter (sop boards), Wand und anderer Schränke u. s. w.; Legen aller gewöhnlichen und Zier-Fußböden sowie Park und Infolier-Fußböden; Herstellen und Aufstellen von Treppen, Storen, Offizen und Bank- und anderer innerer Einrichtungen wie Simse und Re-

gale u. s. w., seien diese aus Holz oder Hohlmetall, mit Kalamein überzogen oder aus anderem Material; Herstellen und Einpassen der Fliegen- und anderer Netze und Anbringen von Wetterleisten; Zusammensetzen und Aufstellen aller Stühle und Bänke in Theater, Hallen, Kirchen, Bank- und anderen Gebäuden, wenn diese an hölzernen Fußböden oder an Stöpsel zu befestigen sind; Herstellen aller Formen für Konkretpflocke, Figuren, Pfosten, Geländer und Geländer-Säulen; Einpassen von Stoff- oder Compo-Arbeit wo Schrauben oder Nägel nötig sind; Annageln aller Verzierungen aus Holz oder Metall; Errichtung von Mörtel- oder Wackstein-Gebirgsten und Konkretverteilern wie solche in Konkretbauten und bei Herstellung von feuersicheren Fußböden, sowie Herstellen und Reparatur der Kohlen-Öffnungen und anderem im Gebrauche sind; Einsetzen der Holzrahmen für Trottoirfenster; Anbringen aller Leisten und Einlaß-Vorrichtungen (templers) für verborgene Leitungsdrähte.

Unter der Bezeichnung „**Schiff-Carpenter**, **Schreiner** und **Kahlfaterer**“ sind alle Schiff-Carpenter, Schreiner und Kahlfaterer zu verstehen; Arbeiter die irgend welche Schiffe oder Boote bauen, reparieren oder falsatern.

Unter der Bezeichnung „**Eisenbahn-Carpenter**“ sind Arbeiter gemeint, welche Carpenter- und Schreinerarbeit, direkt im Auftrage und als Angestellte einer Eisenbahn-Gesellschaft, in deren Gebäuden oder Reparatur-Werkstätten oder deren Bahnlinie verrichten. Doch wo es sich um Arbeit in Offizen und Gebäuden einer Bahn-Gesellschaft handelt, die von der Bahnlinie abwärts liegen, ist diese Bezeichnung nicht anwendbar.

Unter der Bezeichnung „**Brücken-, Dock- und Werften-Arbeiter**“ sind alle Arbeiter eingeschlossen, welche hölzerne Brücken bauen und reparieren; die alle Carpenterarbeit in einer zum Gestade führenden Linie, von der Prallplanke (bading log) bis zur Zwischenwand (bulk head) verrichten, einschließlich des Herstellens der Deckungen und Formen; die alle Pfahl- und Kofferdamm-Arbeiten besorgen, sowie alle Caisson-Arbeit wo Pfähle einzutreiben oder Caissons zu versenken sind. Sie haben alle, für den Kellerboden erforderliche Konkretformen, von letzterem und dem Säulensockel an und hinunter, und alle erhöhte Gerüste, Stützen und Sicherheits-Geländer herzustellen und anzubringen.

Unter der Bezeichnung „**Treppen-Bauer**“ sind Arbeiter gemeint, welche aus unbehandeltem Holz, Wagenbrücken und Wagen-Plattformen zuschneiden, zusammensetzen und errichten; Arbeiter die, sei es durch Handarbeit oder Maschinenarbeit, alle Treppen und Teile derselben herstellen, wie Wangen, Kröpfe, Wandbekleidung, Kehlleisten u. s. w. Ihnen obliegt das vollständige Errichten der Treppen, einschließlich des Anbringens

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der Stützen auf beiden Seiten und unterhalb der Treppen, sowie das Herstellen aller Treppen-Geländer und Säulen.

Die Bezeichnung „**Fußboden-Leger**“ bezieht sich auf das Legen, Abziehen und Schleifen, sei es bei Hand oder mit Hilfe einer Maschine, aller Hartholz- oder Kork-Fußböden.

Die Bezeichnung **Möbel-Arbeiter**“ bezieht sich auf Arbeiter, die in Werkstätten, Fabriken oder Sägmühlen, Möbel für den Haushalt, für Stores, Offizen, Theater, Hallen, Kirchen, Schulen und Banken herstellen. Welche alle für diese Plätze bestimmten Einrichtungen, sowie Kaminjense (mantle pieces), Buffets, Kleider-, Geschirz- und Speise-Schränke u. s. w. herstellen. Ferner auf Arbeiter die Villard-, Schreib- oder andere Tische oder irgendwelche Rahmenarbeit mit Füllungen, wie Zwischenwände und andere Bierstüde, aus Holz herstellen, sowie innere Aufzugsgestellte, Eisschränke, Mezgerladen-Einrichtungen und aller Art Schaukästen.

„**Bank- und andere Arbeiter des Möbelsachs**“ sind solche, die nur an der Hobelbank, in Werkstätten, Fabriken oder Sägmühlen beschäftigt sind und die Schreiner oder Möbelerarbeiter verrichten und das hierzu erforderliche von der Maschine bearbeitete Material zusammensetzen, sei es auf der Bank oder auf dem Fußboden der Werkstätte.

Unter der Bezeichnung „**Mühlen-Bauer**“ sind Arbeiter gemeint, welche alle Teile der Kraft-Maschinen wie solche in Gebäuden, Fabriken u. s. w. zur Kraftübertragung benutzt werden, sei die Kraft Dampf, Elektrizität, Gas, Gasolin, Wasser oder Luft, abladen, hissen oder abziehen; welche diese Maschinen montieren, bekleiden und richten; die ebenso alle andere Arten von Maschinen, wie Motoren, Dynamos, Generatoren und Luftpressen montieren. Ferner alle Winden, Rollen (Sheaves) und Flugräder anbringen und alle Einlaß-Vorrichtungen (templates) für Maschinerie, die Grundstücke und Volzen benötigt, herstellen; die alle Beförderungs-, Stampf-, Schlepp- und Hebe-Maschinerie montieren, wie solche bei Abladen und Hissen von Kohlen im Gebrauch sind; gleichviel, sei das Rahmenwerk aus Holz oder Stahl. Es sind Arbeiter, welche die hierzu nötigen Gerüste herstellen, die Löcher bohren und alle Kasten und Läufer (guides) aus Holz anfertigen; die alle Patent-Stockers und automatische Heiz-Vorrichtungen montieren, sowie alle bei Abladen oder Herausziehen von Asche in Gebrauch kommende Maschinerie. Sie errichten alle Steingerüstungs- und Kies-Wasch-Anlagen, sowie drehbare oder ergentrische Reize hierfür. Alle Rollen und Förderer (pan conveyors), Schiffhüser, Treibriemen u. s. w., seien die Kasten aus Stahl, Eisen oder Holz. Sie errichten alle Brückenbäume aus Holz oder Stahl, wenn diese nicht an Gebäuden angebaut sind. Ferner alle Grundlagen, Balken und Ge-

rüste zur Aufnahme von Maschinerie und bohren alle nötigen Löcher für dieselbe, sei die Grundlage Holz, Stein, Konkret oder anderes Material und das Bohren geschehe mit Ratchet- oder Kraft-Bohrer. Sie stellen alle Fruchtverladungs-Vorrichtungen, Reizniger, Klipper, Carzieher und Frucht-schaukeln her. Sie errichten alle Beine aus Holz, Stahl oder Gußeisen, alle Köpfe oder Sodel (boots), Rinnen (spouts), Förder-tafeln und Seebeine. Sie stellen alle Schiff-Schaukeln her, sowie Wangen-Gerüste, Trichter und Fruchtbehälter (gar-ners). Sie errichten alle automatische oder andere Wagen, und Wasserbehälter für Sodel, alle Füll-Trichter und stellen alle Aufzugs-Vorrichtungen her, wenn solche nicht elektrische sind; ebenso alle Staub-sammler nebst den hierzu notwendigen Trichtern. Sie regulieren alle Winden und Bleich-Vorrichtungen aller Art, alle Behälter (bins), Ventile, Drehköpfe und Anzeiger (indicators). Sie stellen alle nötigen Schachte her, sowie alle Träger und Stützen, Treib-Vorrichtungen, bestehe der Treibriemen aus Hanf, Leder, in einer Kette oder Rohhaut, und sie besorgen das Splissen und Verleimen des Riemens wenn erforderlich. Sie regulieren alle Winden, Sprockets und Leitungen und schneiden alle Schlüssel-Öffnungen an alter oder neuer im Felde zu verrichtenden Arbeit. Sie errichten alle beweglichen Treppen und Schaustellungs-Geräte. Sie bauen und errichten alle Hiss-Apparate (derricks), Pfahltreiber und alle Brücken-Maschinerie; alle Dampf- oder Centrifugal-Mäher und Pumpen, alle Troden-Vorrichtungen und Zubehör, alle Vorrichtungen für das Hissen oder Verladen von Fässern oder Gepäckstücke und alle hydraulische oder andere Pressen. Sie füllen die Leitungen (gears), die im Felde hergestellt werden, und stellen alle Konkret-Mischer und andere provisorische Vorrichtungen her wie solche bei der Errichtung von Gebäuden nötig sind.

Sie installieren Maschinen mit direkter oder indirekter Triebkraft und errichten alle Vorrichtungen zum Hissen von Schweinen oder Fleisch; auch installieren sie Maschinerie aller Art in Anlagen wie Getreide-, Gewürz-, Baumwoll-, Wolle-, Bindfaden-, Papier-, Pulver- und Oelfarben-Mühlen und Holzbearbeitungs-Fabriken oder Werkstätten. Ferner in Juwelen- und Kraft-Häusern, in Zuckerraffinerien, Stärks- und Dünger-Fabriken, in Bäckereien, Brauereien, Malzhäusern, Schuh-, Leim- und Ice Cream-Fabriken und Kunsteis-Anlagen wo Schäfte und Maschinerie zur Fabrikation dieser Artikel oder zu Kraftübertragen gebraucht werden.

Schließlich verrichten die Mühlenbauer alle Arbeiten, welche bei der Montierung von Fabrikations-Maschinerie oder zur Errichtung von Schaustellungs-Geräten, wie solche in Laufe der veränderlichen Zeit verlangt

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und ihren Jurisdiktions-Ansprüchen beige-
fügt werden mögen.

Die Bezeichnung „**Car-Bauer**“ bezieht
sich auf Arbeiter, welche alle hölzerne Eisen-
bahn- und Straßenbahn-Wagen und deren
innere Einrichtungen herstellen und repa-
rieren, und bezieht sich diese Arbeit auf
alle Cars die zur Personen-Beförderung be-
nutzt werden, gleichviel ob deren innere Ein-
richtungen in Holz oder Hohlmetall ausge-
führt sind.

Unter der Bezeichnung „**Kistenmacher**“
sind alle Arbeiter gemeint, welche hölzerne
Kisten herstellen oder reparieren oder die
mit Zuschneiden des hierzu erforderlichen Ma-
terials beschäftigt sind.

Die Bezeichnung „**Rohr- und Rotang-Ar-
beiter**“ betrifft alle Arbeiter, welche in der
Werkstätte, Fabrik oder Sägemühle, wo
Rohr oder Rotang zur Herstellung irgend
eines Artikels gebraucht wird, sei es an der
Maschine oder an der Bank, in der Herstel-
lung dieser Artikel beschäftigt sind.

Die in der „**Handhabung von Holzbear-
beitungs-Maschinen beschäftigten Arbeiter**“
sind diejenigen Arbeiter, welche Maschinen
handhaben zur Bearbeitung von Holz und
letzteres in verlangter Größe, sowie Ma-
terial zubereiten für innere Einrichtungen,
Neuheiten oder andere Artikel aus Holz,
oder die Material für Geräte oder Teile der-
selben für den Ackerbaugesbrauch zubereiten.

Behufs weiterer Information, oder im
Falle einer Streitigkeit mit einer anderen
Organisation über unsere Jurisdiktion wie
oben definiert, stelle man die Arbeit nicht ein,
sondern man benachrichtige sofort, brieflich
oder telegraphisch, den General-Präsidenten
W. L. Gutcheson, Carpenters' Building, In-
dianapolis, Ind.

Labor's Invitation

(By John B. Powell.)

Come sit you, friends, in quiet way,
While happy thought in gentle range
With idle fancy runs in play
To mellow years and passing change.

If asked to name a noble theme,
To stir the soul of all mankind,
And light the world with wondrous gleam
Take labor's field and labor's mind.

Speak of those things that seek to free
The bonded soul from servile strife,
And human tongues will speak of thee,
As adorning all the paths of life.

For noble men will ever sing
In strains that swell for labor's cause,
And you will hear their voices ring
For human rights and human laws.

In restful hours and their calm,
Call up the friends, the old and new—
That all may join in splendid psalm,
In praise of labor fair and true.

So sit you, friends, that you may share,
Around the table, free from greed,
For humble men, when humble fare
Is spread for those of honest mead.

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Département Français



Que Comprendre Par Gages Nécessaires A La Vie?

L'un des buts du mouvement de l'union des métiers est d'assurer des "gages nécessaires." Voilà un terme passablement élastique. Ce qu'il veut dire dépend de l'individu qui s'en sert.

D'abord, "gages nécessaires" semblent indiquer des gages suffisants au maintien de la vie du travailleur et de ceux qui dépendent de lui. Mais le mot "vie" renferme plus qu'une simple subsistance. La subsistance simple elle-même change de prix, non seulement d'après les variations dans le prix des aliments, du vêtement et de la demeure, mais aussi en conformité avec l'habileté du travailleur et de son épouse à se servir de son maigre salaire à bon avantage afin de donner au foyer domestique le plus de confort possible avec le montant dont on peut se servir pour cela.

Confort indique que le travailleur a droit à quelque chose de plus que les plus simples nécessités en ce qui se rapporte à la nourriture; quelque chose de plus que les plus rudes habits pour le couvrir, et quelque chose de plus qu'un abri grossier pour le garder contre les éléments et les plus simples nécessités quand à l'ameublement.

La providence a mis une étincelle d'ambition dans le cœur humain. Les premiers pionniers d'Amérique n'étaient pas satisfaits de continuer leur primitive existence. Les cabanes à tronc d'arbre disparaurent pour faire place à des structures plus modernes. Eventuellement le peuple eut des vitres dans les fenêtres; et ceux qui, aujourd'hui, sont sans tapis font partie de la classe pauvre.

Les travailleurs à gages sont les producteurs de tout ce qui est de luxe, et il n'est que naturel qu'ils en jouissent jusqu'à un certain point. Conséquemment l'étendard de gages nécessaires pour le travailleur individuel avance toujours, parce que l'ambition humaine

est illimitée. Mais, s'il existe des gens qui croient que les gages des producteurs doivent être fixes et sans changement, tandis que le patron continue à jouir de tout le luxe avec une extravagance illimitée, qu'ils réfléchissent sur les simples paroles d'Abraham Lincoln qui disait, que Dieu n'avait jamais eu l'intention de laisser une partie des hommes manger et de laisser l'autre partie faire tout l'ouvrage. S'il avait eu cette intention, les uns auraient été faits de bouches et les autres n'auraient eu que des mains.

Les gages nécessaires ne veulent pas seulement dire des gages suffisants pour le confort du travailleur, mais de sa famille aussi. On a décrit cela comme des gages qui assureront à la moyenne des familles la nourriture suffisante, le vêtement et le logis, les maintenant dans un confort raisonnable qui développe la vie et pourvoie pour le jour de pluie proverbial.

Dans le développement de la vie de famille se trouvent des questions d'éducation, de récréation et d'amusement. Non seulement nos écoles doivent donner tous les avantages aux enfants, mais l'on doit pourvoir l'éducation pour les plus âgés afin d'augmenter leur capacité intellectuelle, et il doit y avoir amusement et récréation pour tous. Ceci, et rien de moins, voilà le progrès pour la race, et l'étendard de vie consistent avec les conditions actuelles.

Tout ce qui est nécessaire à la vie d'un homme normal doit être inclus dans les gages nécessaires; le droit de se marier; le droit d'avoir des enfants, et le droit de les élever et de les instruire, voilà une partie des gages nécessaires.

Les gages nécessaires sont ce que le travailleur reçoit en retour des années qu'il donne à l'industrie dans laquelle il travaille. C'est tout ce qu'il reçoit pour la mesure d'énergie physique que renferme son être et qu'il dépense d'année en

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année, le donnant à l'industrie jusqu'à ce qu'il devienne incapable par le vieil âge ou un accident, ou peut-être par une mort prématurée due à quelques unes des maladies nombreuses qui sont particulières à certaines industries ainsi qu'au danger auquel s'expose le travailleur du moment qu'il se met à un travail qui est plus ou moins périlleux.

Les gens sont habitués à penser à la question des gages nécessaires au point de vue de la compétition. Ce n'est pas tant la question de savoir ce que vaut le travail d'un homme ou ce qu'il devrait recevoir en retour, comme la question de s'assurer si tel homme peut être engagé à meilleur marché qu'un autre, ou comment peut-on réduire les gages en forçant la compétition entre les travailleurs à gages. Evidemment, ceci est contraire à ce que l'on entend par gages nécessaires réels. C'est une compétition basée sur l'idée du patron qui veut prendre avantage des nécessités, des travailleurs jusqu'à la dernière extrémité.

Les gages nécessaires reconnaissent au travailleur le droit de vie, de liberté et de bien-être. Les gages à compétition le condamnent au sacrifice toute sa vie ainsi que ceux qui dépendent sur lui. L'un tend à la conservation de la race humaine et l'autre à sa destruction. L'un produira une génération d'hommes supérieurs pour l'avenir, tandis que l'autre ne pourrait avoir d'autre effet que de donner des hommes d'un physique et d'une mentalité inférieurs.

Non seulement les gages nécessaires doivent suppléer aux nécessités de la famille tandis que le travailleur est occupé, mais ils doivent être assez élevés pour se prémunir contre les saisons de chômage et contre les accidents ou la maladie. En d'autres mots, il doit y avoir un surplus sur les simples nécessités, et même sur le confort raisonnable de la vie, afin que la famille ne soit pas dépourvue sous des conditions ordinaire d'emploi ou dans la maladie ou par accident. C'est donc dire que des gages nécessaires, dans l'acception de ce terme, doivent pourvoir au bien-être et confort du travailleur et de sa famille.

en supposant, naturellement, que les dépenses de la famille ne sont pas extravagantes, et que les revenus ne sont pas gaspillés par des habitudes vicieuses.

Il faut comprendre que les gages nécessaires doivent pour voir à l'éducation des enfants en les tenant à l'école jusqu'à un âge mûr. L'idée d'envoyer prématurément les enfants aux filatures et ateliers à un âge tendre et sans éducation devient de plus en plus répugnante aux meilleurs penseurs, qui s'accordent à dire que le plus sûr moyen de détruire le futur du genre humain est d'empêcher l'esprit et le corps des enfants de croître en les condamnant au travail quand ils devraient être à l'école.

Il y a encore un autre aspect des gages nécessaires qui demande une attention spéciale. Les gages nécessaires, dans son sens libéral, prolonge la vie du travailleur. Dans un article publié dans le Herald de Chicago par le major-général William C. Gorgas, reconnu comme une des autorités principales d'Amérique en ce qui concerne la santé, et qui fit de la zone du canal de Panama un lieu de santé d'une localité pestilente, il dit: "Ajoutez \$1.25 à \$2.50 par jour aux gages du travailleur et l'on augmentera la moyenne de la vie de l'Américain de treize ans au moins."

La moyenne de la vie est maintenant de quarante-deux ans, dit-on. En ajoutant aux gages nécessaires, le général Gorgas, qui à-propos, est chirurgien général de l'armée des États-Unis, dit que la moyenne de la vie humaine peut être augmentée à cinquante-cinq ans. Le docteur Victor C. Vaugh, Ann Arbor, Michigan, ci-devant président de l'association médicale américaine, dit, et plus: "Si chaque ville exposait des copies de règlements pour la santé, tel que conseillerait William C. Gorgas, la vie de nos enfants aurait une moyenne de soixante-cinq ans."

De l'opinion de ces deux célèbres autorités en santé, la moyenne de la vie humaine peut être augmentée de la moyenne actuelle de quarante-deux à soixante-cinq ans si l'on pourvoit, d'abord, une augmentation des gages de chaque jour, ou de ce qu'on appelle gages

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nécessaires; et, ensuite, si l'on insiste sur des règlements de santé qui sont d'une importance capitale. Il est facile de constater que tout cela ne pourrait se faire qu'en autant que le travailleur reçoit des gages suffisants pour en permettre l'application.

Comme illustration de ses arguments, le chirurgien général Gorgas dit qu'il était convaincu que les gens-à-l'aise mangent trop et que la nourriture elle-même, par son absence dans un cas ou son excès dans l'autre, conduit à la mort.

Le travailleur devrait toujours se souvenir que le mouvement laborieux fait plus pour les gages nécessaires que toutes les autres combinaisons humaines. Nous sommes redevables aux savants pour leurs connaissances et les opinions de sympathie qu'ils expérimentent, mais, après tout, c'est le travailleur aidé des autres travailleurs de leurs unions de métiers, qui doit s'assurer des gages équitables, et ceci doit se faire d'après les circonstances qui gouvernent le coût de la vie de temps à autre. Le pouvoir d'achat des gages d'aujourd'hui peut être insuffisant demain pour le vie et le confort du travailleur. Nous devons dépendre sur nos unions laborieuses en se présentent de jour en jour. Si nous désirons augmenter les gages, ce qui veut dire améliorations sanitaires et prolongation de vie, nous devons tenir nos unions prospères par le nombre de membres, les finances et l'appui loyal des travailleurs afin de profiter de toutes les opportunités d'avancer les gages nécessaires, et de ne pas mettre le mouvement dans des épreuves difficiles à surmonter; car, après tout, les unions de métiers sont aussi bonnes, efficaces, aussi sincères, que sont les membres individuels qui les composent.—The Shoe Workers' Journal.

Rapport du Danemark Fédération des Ouvriers de l'industrie du bois

Notre fédération a commencé l'année 1914 avec un effectif de 2,339 membres et 58 sections. Dans le cours de l'année, une section fut dissoute et deux nouvelles furent créées; l'augmentation des membres fut de 113, de sorte que

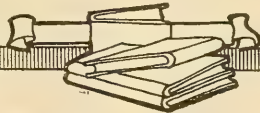
nous avons terminé l'année avec 59 sections et 2,452 membres.

Nos conventions avec l'association patronale de l'industrie du bois furent passées en 1911 et arrivent à échéance au 1 février 1916. Les mouvements de salaire de 1914 eurent de ce fait peu d'étendue et atteignirent principalement des patrons non-syndiqués ou des associations patronales non-affiliées ou qui ne font pas directement partie de l'industrie du bois. La fédération a conduit des mouvements de salaires pour 166 membres. Les mouvements se terminèrent avec succès pour 129 membres dont 117 sans suspension de travail. 34 membres ont fait grève, et 15 furent lock-outés. La durée du travail fut réduite pour 38 membres de 3 heures par semaine et le salaire minimum fut augmenté pour 37 membres de 4 à 10 oere à l'heure. Des augmentations du prix aux pièces de 6 à 10 per cent furent obtenues pour 102 membres. En outre, la fédération a obtenu par sentence arbitrale partiellement de bons résultats sur la durée du travail et des salaires personnels plus élevés pour environ 250 membres.

Les recettes de la fédération furent pendant l'exercice de 29,073 couronnes et les dépenses de 18,611 crs. Parmi les dépenses, furent provoquées par les grèves à l'étranger (Finlande) 4,155 crs., les propres conflits 4,163 crs. Les frais administratifs furent de 3,481 crs. L'encaisse à la fin de l'année était de 51,838 crs.

La guerre mondiale a aussi eu une influence sur les conditions de travail de nos métiers par le fait que le chômage, et particulièrement pour nos membres de l'industrie du meuble et de l'industrie du bâtiment, de même que la réduction du temps de travail de ces branches ont aussi été beaucoup plus étendus qu'en temps habituels. Selon les enquêtes du 23 janvier, sur tous les membres de la fédération, il y avait 360 chômeurs contre 114 à la même période de l'année précédente. Travaillèrent à temps réduit environ 490 membres et 158 (l'année dernière 28) furent appelés au service militaire. V. S. PETERSEN.

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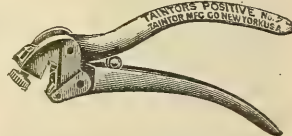
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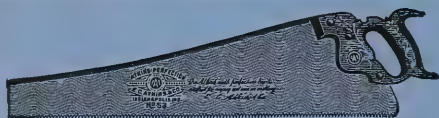
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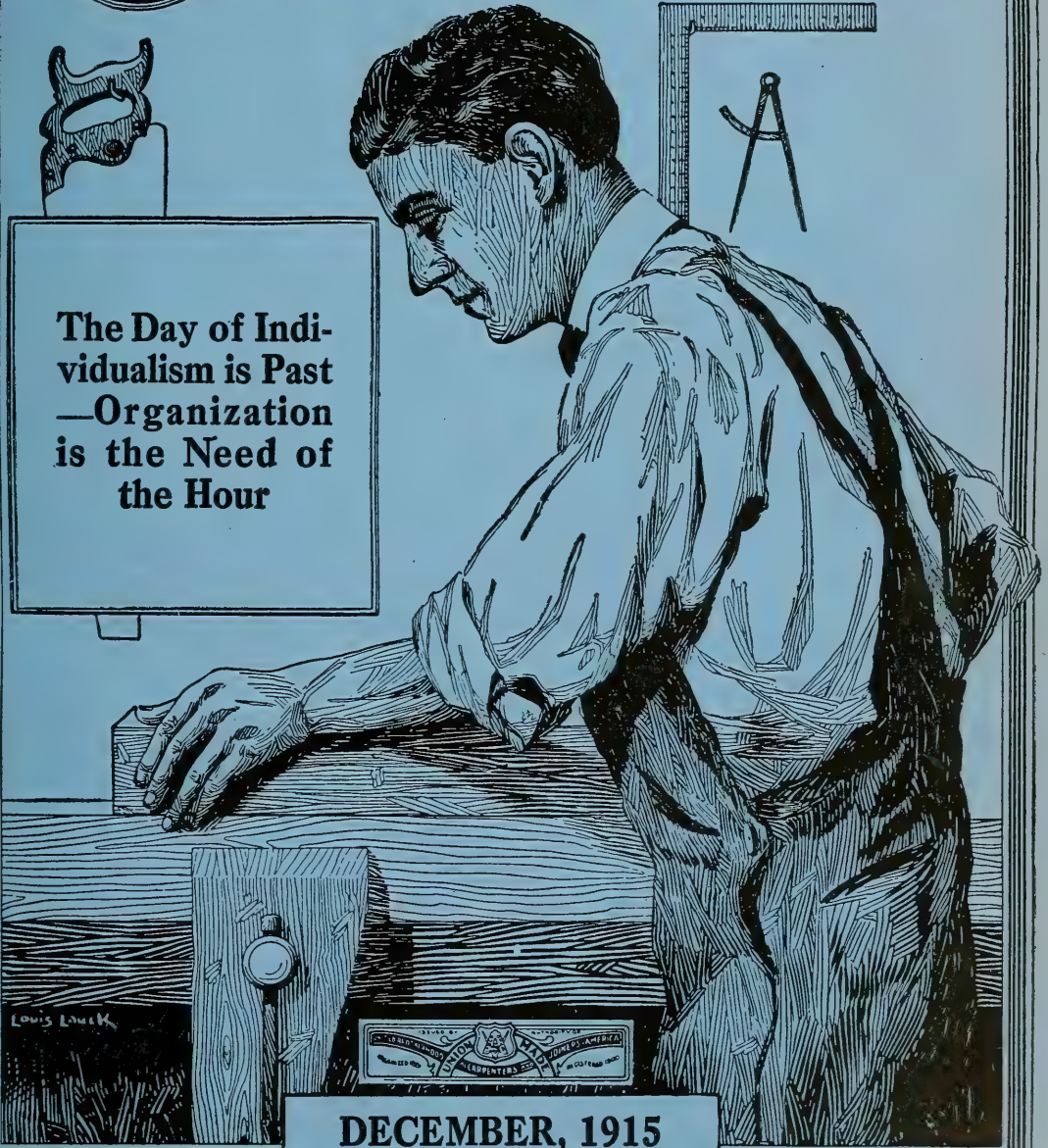
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The CARPENTER

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DECEMBER, 1915

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THE CARPENTER

A Monthly Journal for Carpenters, Stair Builders, Machine Wood Workers, Planing Mill Men, and Kindred Industries. Owned and Published by the United Brotherhood of Carpenters and Joiners of America, at 222 East Michigan St., Indianapolis, Ind., as Provided for by Section 13 of Its Constitution, Which Reads as Follows: The General Secretary "Shall Publish the Official Journal on the 15th of Each Month, Giving Therein All Business of the Local Unions, and Mail a Copy of Same to the Home Address of Each Member."

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Established in 1881

INDIANAPOLIS, DECEMBER, 1915

One Dollar Per Year
Ten Cents a Copy

Christmas Sentiment

*When the crimson Christmas sunset glows brightly in the west,
And the friends we love the best are by our side;
When hunger has been slaken by the good things just partaken,
And all thoughts of care and worry are denied;
Then the world seems good to live in and appears in rosy hue,
And hearts expand with warmth and good cheer—
What a godsend and a blessing, what a splendid dream come true,
Could that Christmas feeling last throughout the year!*

*We could fill with fellow-feeling the labor of each day,
We could make each other's path of life less hard;
We could calm contending passions and drive dull care away,
And our toil would be a pleasure—and unmarred
By the ceaseless fret and worry that sap the joy of life
And leave less trace of laughter than of tears.
Oh! much could be accomplished, without turmoil and strife,
Could the Christmas spirit last throughout the years!*

—P. J. DOYLE.



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INDUSTRIAL BENEFICENCE

(By Robert Burton Bruce.)



It is the natural effort of capital to obtain the highest possible returns from its investments as it is of labor to derive the greatest benefit from its industry and ability. Therefore, shall we believe comparisons are odious where it is asked whether organized capital is more beneficent to the working masses than is organized labor, especially since there is before us two causes which claim to be for the good of wage earners and our fellow beings in general.

Whether he belongs to a labor organization or not, some over-zealous workman, as he takes his own interest to heart, may, perhaps, insist that capital is no true friend to laboring people since it aims to be their master, but, in the logic of things, neither is master over the other, though it is true capital's generosity rises to the service only when it receives the lion's share.

The real comparison rests upon capital's methods to obtain that share, and invariably these seek to thwart organized labor's efforts, through its organizations, to aid wage earners in bettering their industrial conditions and in obtaining and promoting relief from wrong and oppression hidden in unjust laws, unequal toil and inadequate wages.

Fortunately these methods are known to organized labor. Unfortunately the public and liberally disposed employers are in ignorance or are deceived by a specious philanthropy which subtly conceals the sordidness of ingratitude and avarice. There is no beneficence either in such methods or such philanthropy.

It is not to be disputed that capital's gain is largely made up by increasing the selling price to the purchaser and consumer and in lessening the buying figure paid the manufacturer and producer, as also in holding and trimming down the wage scale so close that it is almost impossible to lay by an emergent surplus. Thus is its enormity compounded, for

the small dealer, consumer and manufacturer is benefitted by no such arbitrary process, but rather forced to yield to this syndicating power of the kings of coin.

The European war has unquestionably created an extraordinarily large demand for labor, especially in lines of heavy manufactures, munitions of war and war accessories and requisites. The number of employes is greater and the aggregate sum necessary to meet the pay rolls larger, but the general standard of wage scale remains unincreased.

While it is true that the colossal war loan will be largely spent in the United States, it is apprehended that the enormous pay roll here, and what will go to other countries, will cut into so much cash that our money markets may be menaced; and there are serious grounds for the apprehension, inasmuch as the huge loan is understood to rest upon bond, bank and transferable securities liable to meet a credit mobilier fate; indeed, many of our more cautious financiers are asserting that the condition is such that eventually home production, manufacture and construction and industrial success will be undermined unless a wonderful volume of current money is created to ward off a crisis that may be disastrous to all lines of labor and living.

Should such a crisis come, it is almost certain we shall find the money kings have provided themselves with feathered luxuries and straw beds for the toilers. Labor is not looking at the cause or causes of the war, but its eyes are not closed to this possible ultimate of hard deprivation and oppressiveness. Under present conditions we cannot even anticipate that capital will show a generosity so great to the working people that they will be able to build better homes, and protect themselves against a higher cost of living.

Not yet dead is the junior John D. Rockefeller's declarations before a con-

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gressional committee of his unalterable opposition to the miners' union, a stand that was considered a leading cause for the bloodshed in Colorado.

His great companies, oil and mining, were recently named by the Financial Record in a long list of corporations whose employes numbered in 1913, 228,906 and in 1914, 221,025, a decrease of 35.7 per cent. The pay roll of the corporations named aggregated in 1913, \$351,602.87 while in the following year the aggregate was \$206,176.55—an astounding decrease—“And this,” adds the Record “is in the face of the fact that Standard Oil subsidiary shares paid a greater dividend in 1914 than 1913.” Certainly not mystifying in view of the heavy wage decrease.

“The blame,” says Robert Hunter, the noted sociological and industrial writer, “for disorders and outrages incidental to strikes, is usually laid on the laboring man, but there are hundreds of agencies in the United States which are under pay of the money kings and are employing thousands who are to those kings what vassals were to medieval dukes and princes.” Evidently Mr. Hunter speaks knowingly, as the congressional committee investigating the Michigan copper miners' strikes, heard the testimony of detectives confessing to instructions “to make business by inciting riots among strikers,” even to “using thugs thieves, incendiaries, dynamiters, perjurers, gunmen, strike breakers, fuse fixers and evidence makers.” And it developed that

these detectives “were paid by corporations.”

Is it not reasonable and consistent to say: it is real and true friendship to elevate toiling humanity since the present is an age of free and earnest inquiry into their industrial condition, for thinking men have begun to send keen, searching questions alike to capital and to labor, having detected so much ingratitude on the part of the former and so many hardships borne by the latter.

“Especially in vast affairs,” said a noted prelate during a terrific labor strike in his home city, “the present builds upon the past and turns to the future. We should be calm, considerate and friendly; but are we not in a savage, barbarous and uncivilized age when rule and power ruthlessly tramples down and oppresses toiling man. I charge you not to be rioters but in the calmness of human and humane concern, duty will combine for industrial betterment, and, if necessary, use a brandishing sword of metal made, however, of truth and justice. Be not disheartened. Call forth the wisdom of love, beneficence and persuasion, but be strong in the power of your might for then will you have the greatest moral strength that God gives to man.”

With this spirit organized labor is filled. It is generous and it asks: “Is there any generosity, and beneficence, in that element which is growing almost fabulously wealthy by enslaving those or that which brings it its wealth?” Speak bravely and draw an honest comparison.

THINKING IS WORTH SOMETHING IN THE LABOR MOVEMENT

(By Frank Duffy.)



DON'T allow anyone to do your thinking for you. Do it yourselves. When you arrive at definite conclusions, be guided thereby. Here are some questions upon which you may find it worth while to ponder:

Did you ever stop to think that as an individual you are weak, but united with

your fellow men you are strong and powerful and can accomplish much?

Did you ever stop to think that the victories won by our forefathers resulted from and through united effort and action?

Did you ever stop to think that you must be a soldier in the battle of life?

Do you know that the battle is usually with the strong?

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Do you know that your bosses only want you for the labor they can get out of you, and that when you fail to turn out a full day's work you are no longer wanted?

If you have not thought of these things before, it is time you should do so now, therefore I say once more, Don't allow anyone else to do your thinking for you.

Ask yourselves the questions, Should we organize? Should we co-operate? Should we affiliate? Should we stand together in our every-day battles?

The answer comes back to you, clear and distinct, "Yes."

We live in an age of organization. No one denies that fact. We live in an age of trusts, combines, corporations, companies, firms, etc. The day of individualism is past and gone never to return.

As an individual you are out of the running, you are isolated and alone, you are lost in the maelstrom of the world's affairs. To save yourself, you must unite with your fellow-man, you must co-operate with him, and you must fight as you never fought before; otherwise, your condition in life will be worse than that of the serfs of old.

The greatest duty a working man owes to himself and to those dependent upon him, is to unite with the union of his craft or calling.

The benefits derived from this act are manifold and their value cannot be counted in dollars and cents. It will give a man more spirit, grit and determination, it will give him an insight into the cares of his fellow-man, it will tend to broaden his mind and make him more generous in his opinions of others, it will relieve him of much of his worries

and contentions, it will protect him in his daily toil through life, and after death it will take care of his loved ones. The union will prove to him, in time, its worth.

The trade union is the best form of organization that has ever been devised to protect the interests of the working man from the rapacity and greed of employers. It has already proven its worth and value to its members. Then, why hold back from joining it? Why object to it? Why oppose it? It is your only salvation in your daily toil; then let our watchword be "Organize," until every man who works for a living is within the ranks.

**"All ye who toil to live, to this take heed,
Free-born Americans, arise, be men!**

**And ere unsettled tides shall turn again
Unite—Prepare against the future's
need,**

**Get ready now to meet the tryant—
greed.**

**Fraternal love was never spent in vain,
In union's strength let reason kindly
reign**

**To give the world our best in thought
and deed.**

**Whatever selfish Mammon's minions
say,**

**Experience proves there is but one safe
way**

**For labor's self-protection—Then be
wise**

**And lose no time; let all hands or-
ganize—**

**Let common interest bind for mutual
good**

**All workmen in Union's Brother-
hood."**

OVERCOMING DEFECTS IN BUILDING WORK

(By Warfield Webb.)



ANY conscientious man is eager to see the removal of all such obstructions as will in any way mar the progress of his industry. He realizes that there should be concerted action

against faulty construction in all respects. This is applicable to all lines and to every branch of the industry, more particularly so where there is a demand for greater care. The results of careless or wilful neglect are sure to bring censure upon him, but more often

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upon the man for whom he has been working. He must realize that the dangers consequent upon his neglect are sure to bring with them serious consequences. Carpenters, contractors and every man who is in any way connected with the building industry should do his work well.

Anyone who has made a study of the subject understands that many fires are directly traceable to ineffectual work. Leaks, ill-fitting doors and windows, sagging floors, ill-placed frames, warped interior finish, locks that will not work, bulging casements, and what not, can be traced to inferior stock and careless labor. This may be looked upon by some as of little consequence. It may be passed from one to the other, and the blame finally laid upon the shoulders of the millmen, but does this improve matters? If there has been inferior mill work used, who is to bear the consequences of this phase of the subject? Is not the contractor to be accused of neglect? Does he willingly do his work with stock he knows to be below the proper standard, and which will not give satisfaction?

This condition of affairs is sometimes permitted with the excuse that it is none of their business. The owner should pay only for the best. But he naturally leaves this to the man who is doing his work. He trusts him, and while he wants to save what is possible in the cost of construction he is not likely to permit flagrant abuse of a privilege that the builder often has in his power to correct. We have all seen examples of this. We see them every day, and the results are self-evident. The cost in repairs during the first few years by far offset the original cost in the purchase of first-class materials, and in having the work done by competent men, artisans who regard their work as of the highest importance.

This is the way in which this matter should be viewed. It is not a topic that should be passed over with a wave of the hand. We should feel it our duty to see that whatever we undertake is carried out to the very best of our ability.

This cannot be more than is demanded of any man. It is only what we would expect and require from others. If we have work to be done, we demand that it be of the highest order. We pay for that kind of service, and we should obtain it.

In connection with the inferior kind of building material found in much of our work we have an effective remedy at hand to overcome this obstacle and insure first-class work. No mill owner is going to sell a builder inferior stock if he will fight against such treatment. He will be careful of the kind of stock he sends when he realizes that the builder will be likely to reject it and purchase his supplies elsewhere. There is an eagerness to seek men whose trade is worth while. The men who operate many active millwork and other plants realize this to the fullest. They cannot or will not risk losing business with methods that are anything but gratifying to the men to whom they sell.

Of course, doubt will often exist and it may not always be possible to inspect the stock that is sent for every job and again there is the possibility that while the heads of the building firm may be eager to please, there are times when the employes are careless and will slip in an inferior lot of stock, and this may "get by" before it is discovered. So the plan that is adopted by careful builders is to look over the stock and so avoid the possibility of losses, complaints and other objectionable after-effects caused by placing poor stock in the building.

The man who has the satisfaction of dealing with a first-class builder will never again hire or recommend the man who is careless. If he has suffered once at his hands it is far from likely that he will ever after say a good word in his favor. You know of similar instances, and you doubtless realize that the consequences of this kind of work is always disastrous although it is a comparatively easy matter to overcome the obstacles that lie in the pathway of the careless man.

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To really overcome the dangers and the defects which enter into all kinds of construction work there must be care and determination to do one's best, regardless of consequences, and what the cost may be. A man naturally wants his work to be his drawing card for more

work and his claim for recognition. Can he hope to realize this without doing his utmost to make it a fact? If we are not willing to do our level best in order to have our labors count, we can have small hope that the public will become our staunch friends.

PLUCK AND LUCK

(By H. B. Moyer.)



F at any time you take a notion to do a little foreign missionary work at home by teaching your pet shirt and collar mauler the English language, don't start him off on words of similar spelling like "through" and "rough," because about the time you are painstakingly explaining that one is pronounced t-h-r-o-o and the other r-u-f-f the Hon. Mr. Yet-one-lung is apt to be busy heaving pressing irons in your esteemed direction. And no one would blame him, either, albeit it is to the gentleman who invented and patented the language we claim our very own that the chunks of compressed metal should be presented.

Take the words "pluck" and "luck," for example—why should words of such extremely close family resemblance in point of spelling and pronunciation, and such vast difference in meaning, have been manufactured? If everybody had lots of time to dope out their respective meanings they wouldn't do so badly, but this is a hustle-bustle, jump up and dig yourself a living era, consequently they become hopelessly jumbled up in the shuffle, and a lot of folks say luck when they should say pluck, and vice versa, but mostly "versa vice." We are justified in claiming that the English language is a far better one than the Chinese, but even so a lot of the former is Chinese to many who have been raised on it from infancy.

To begin with, take the fellow who is always howling about his bad luck. Ninety-nine and seven-eighths times it isn't his luck that's so conspicuously absent as his pluck. What he lacks, in

most cases, is plain old-fashioned gump-tion, and if a fellow hasn't any pluck how does he know that he lacks luck? One never knows his luck till he tries it.

Mr. Man-Without-A-Card in all probability bewails his luck every time he hauls that skinny pay envelope of his across the counter of a Saturday night; and the extra hour or two hours, or more of work that he puts in every day don't sit very well, either. They can't sit well. Nothing rests well on an empty stomach. Not that all non-union mechanics are exactly starved, but it is worth recording that a lot of them would be eating even less frequently than they do if organized labor hadn't pulled non-union wages up one peg while union wages went up at least three pegs; and also that many more of them would be eating three full, man-sized meals each day if they had invested in union tickets when said tickets first became really fashionable. And they could do a whole lot worse, right now, than buying for themselves some good union cards. It would be far more manly to jump in and give evidence that some of the pluck that their Creator gave them at the beginning still exists by helping to overcome the obstacles which the unscrupulous employer throws in the path of the working man who is trying to procure something better out of life than a bare existence—far more manly than to sit up on their haunches and bewail their lack of luck.

Webster tells us that luck is a casual event or accident. Pluck, he defines as "heart, courage, spirit." The man, therefore, who depends on luck to get him anything is not unlike a fish looking skyward waiting for a worm to drop

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from the clouds. How much better to be a man than a fish! To stand up for one's rights, to toady to no one, and to be at no man's mercy!

No fair minded man can honestly say that the employers of this or any other country have ever voluntarily done the square thing by their employes, and no one will ever be able to say so, either. The workingman will get what he ekes out by his zeal in forwarding the labor movement and nothing more. The cry of the employer the world over is not "fair play to all," but "dividends for me." Organized labor has no quarrel with the employer over the mere word "dividends." Without dividends there would be no business and consequently no work, but when Mr. Employer says "dividends for me alone!" then he immediately starts a stirring argument.

To have the courage of one's convictions is a fine thing, but to act accord-

ingly is far better. Surely of the aggregation of men who have not taken out cards there must be a large percentage intelligent enough to realize that the employer who fights labor unions in order to keep wages down and hours up is no friend of the working classes at large. Why, then, do they not act in accordance with their convictions? Is it that they are waiting for a sudden turn of luck to entirely remodel the make-up of the average employer, to make black white, as it were; or do they just lack backbone enough to break away from tradition which is the god of things as they are?

In due time, no doubt, all the heathens of No-Card Island will have been converted to the union faith. Meanwhile let's explain to all of them that we can tell the difference between luck and pluck. There's a difference!

INDUSTRIAL OR TECHNICAL EDUCATION?

(By Dwight L. Stoddard.)



WHICH is the right term to use, industrial education or technical education, and what is it anyway? Is it something so big that the carpenters cannot understand it? I would not be a bit surprised if it was; I would not be surprised if it was harder to understand than anyone thinks.

Webster says "Industrial, pertaining to industry;" "the industrial arts, industrial classes," says the Standard.

Webster says "Industrial school, a school for teaching one or more branches of industry." "Technical education means that those who are engaged in industry should have a trained intelligence and understanding of the special industries they enter as bread winners," says the Standard. I believe that is the best answer I have yet seen.

It should be more than an education to win bread, it should be an education to make better homes, better towns, better communities, better people, better conditions all around, it should not only

educate one to win bread but enable him to win other things as well, such as pleasure, plenty and prosperity.

Education has been the dream of the world for ages. In a measure this dream is coming true, for we are getting better general education throughout the land than ever before. Yet practical, industrial and technical education is only in its infancy. Through technical education the world will be raised to a higher standard than has ever even been dreamed of.

Technical education, whatever it has been in the past, what it is at the present or what it will be in the future may be hard for anyone to answer, but my opinion is that regardless of how little we have known of it in the past we will know a good deal more about it soon. In the coming generation it will do more to enlighten and benefit the toiling masses than our former system of public education.

Years ago young men would feel me out on the subject of industrial education, men who were mysteriously trav-

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eling over the country, creating an interest in technical education, in a kind of a secret way. It was hard to tell just what was at the bottom of it, but anyway a technical school was started here and there and undoubtedly some of them did a lot of good where others were failures.

Just what good these schools accomplished is not known and may never be known. The people are taking them

under control and are making laws to do this training in the public schools. When they are fairly established and in working order and the great army of the toiling masses really learn their worth they will be a blessing to the nation.

Technical education for the toiling masses properly applied as it should be through the public schools means the elevation of mankind.

GREEKS AND THEIR GIFTS

(By Grant Hamilton)

During the temporary cessation of the activities of the uplifters and philanthropists, who are waiting for the decision of the United States Supreme Court upon the constitutionality of minimum wage legislation, it will be profitable for the wage earners to consider carefully the nature of such legislation—to consider the source from which come these insistent demands for minimum wage legislation.

The heart and core of the movement is a group of professional social regulators who wish "to do things for (or to) the poor wage earners," and who, while arranging their halos, feel a fine glow of personal gratification in helping the unfortunate. In addition to this professional group there is a coterie of employers of unusual discernment and keen appreciation of the policies that will best promote "their" interests, which has given its endorsement to the regulation of wages in private employment by legislation. This in itself ought to be sufficient to arouse concern among wage earners, who are the persons most vitally interested in higher wages. Workers ought to receive higher wages—they must receive higher wages—but is there no other way than that arranged for manipulation by uplifters and those of like predilection?

There is another way by which betterment may come into the lives of those who do the world's work—through organization. By organization the changes that come into the working conditions of the workers correspond to the

development within the lives of the workers. As the wage earner catches a vision of better things he reaches out to make them real. He himself grows in initiative, in assurance and in resourcefulness.

Organization develops character. It develops in the workers a knowledge and an appreciation of their power. It teaches them their rights and reveals their opportunities. It develops insistence and resistance.

The general establishment of regulation of wages and hours of work by governmental agencies will foster and induce dependence. It is conducive to inaction—to expecting some outside authority to take the initiative in correcting wrongs, preventing injustice and to assume responsibility for existing conditions. It deprives the wage earners of direct responsibility and power to regulate matters which vitally concern their lives and their welfare.

A peculiar danger threatens the wage earners of the United States in minimum wage legislation. Under our scheme of government the courts are ultimately the agents to which is entrusted the rights and the liberties of the people. This makes the courts the most powerful single governmental element.

The wage earners have had some bitter experiences with having the courts interpret industrial relations. Their assumption of the right to issue injunctions to regulate labor relations in industrial disputes and their interpretation of the Sherman Anti-Trust Act so as to out-

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law labor organizations and make criminal their normal activities, are warnings against empowering courts with authority to control industrial relations through court reviews and court decisions upon rulings and awards of labor commissions.

After having for years been hampered and injured by injunctions that forbade men to strike, to picket, to pay strike benefits, to meet peacefully to discuss their wrongs and methods of securing relief; after having been denied by the courts constitutional and necessary rights; after the many judicial decisions and opinions that have either directly or indirectly declared that the labor power of workers is necessary to the employers' right to do business, and since the right to do business has been interpreted as a property right, the labor power of employes has been made subject to all the regulations and interpretations intended for property.

After all these experiences, are wage earners willing to delegate to governmental agencies control over wages and hours of work?

Under the American system, therefore, to delegate authority to governmental agencies is to agree to place ultimate control in the judiciary. Every such agency is infected with the American exaltation of the judiciary—every committee and every commission adopts the customs, the spirit and the methods of the judiciary. Wherever minimum wage legislation has been adopted court review has been provided in almost every case.

The wage earners of California have been somewhat dazzled by the virtues imputed to the legislative method of promoting their welfare. Though they firmly opposed minimum wage legisla-

tion, yet they inclined favorably to an 8-hour day in private employment. The recent attempt of California employers to secure control over apprentice regulation through the pernicious open-shop bill is a forceful demonstration of how susceptible legislative regulation is to manipulation by employers.

During the last session of the Utah Legislature an attempt to lengthen the work day in the mines came within an eyelash of being successful. The measure did unanimously pass the state senate, and was about to be railroaded through the house when a friend of labor objected, thereby affording opportunity for the workers to be heard in opposition to the infamous scheme, with the result that the measure was defeated.

The union printers of Sydney, Australia, are facing a serious situation. A decision has been rendered by the judge of an Industrial Arbitration Court, permitting apprentices to be indentured solely to operate linotype machines, thus destroying the apprenticeship regulations of the union, which provided opportunity for a thorough course of instruction and experience in every division of the composing room.

These experiences ought to convince the wage earners that they can trust their welfare only to economic action.

To be sure, organization, with its concomitant of benefits, does not yet embrace all of the workers, but the remedy for that is more organization. Let all skill, thought and resources be devoted to the work of organization, and none be lost in vain search for magic quick methods, and the new life in the cause of labor will bring wonderful impetus and development to the organized labor movement.

ORGANIZED LABOR AND THE WAR

The report of the A. F. of L. Executive Council to the San Francisco Convention contained lengthy reference to the European war and outlined its effect upon the labor movement in the following language:

The past year has been one of particular stress for the labor movement, testing its power and its practical efficiency. Like every other organization the labor movement has found itself confronted in its various relationships by war condi-

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tions and war difficulties. At the outbreak of the war there came a great catastrophic upheaval, when the activities and policies of peace were suddenly sundered and Europe was plunged into an atmosphere of fighting and destruction.

Men's thought and efforts had been centered upon progress, upon the development of civilization and upon the conservation of human life and the enlargement of opportunities for human development. With the declaration of war, almost in an instant everything was changed, the course and purpose of organized society were changed to further the purpose of destruction and to serve war needs. Skill of men's minds and muscles, knowledge and scientific invention, progress of all the ages were put at the service of the armies and navies engaged in the terrific conflict, destroying human life with unparalleled effectiveness. It seemed as though Europe had suddenly gone mad; all of the agencies to which had been entrusted the welfare and the progress of humanity were suddenly made helpless. But after the period of almost paralyzed horror had passed, we began to devise ways by which we could control the convulsion following the war and utilize even war conditions for human betterment. The period of readjustment enabled us as a nation to adapt ourselves so as to organize upon a basis that would enable us to protect the citizens of our own nation.

The working people have been those who have suffered most from these changes. During that period of wonder and horror that followed the beginning of the war many of the workers were suddenly left without the means of earning a livelihood; left to struggle on as best they could for themselves and those dependent upon them, although they had not been able to provide out of their scanty wages to meet such an emergency. Industries throughout the country struggled on for a time in a halting sort of fashion and some stopped. The commerce that was prepared to meet the needs of peace was wasted in the war

situation. There followed a period of depression which meant to the workers of our country unemployment of such a serious nature that thousands were facing starvation. Yet, in the midst of all of this confusion, this turmoil, uncertainty and even despair, there was one agency upon which the workers fixed their trust and hope, the one agency that was appealed to by the toilers and the oppressed, not only of this but of the nations that were suddenly submerged in the European war.

The labor movement has done much in the crisis of the European war, but it has been hampered by lack of funds. The same obstacle is felt in carrying out ideals and plans for greater helpfulness in all international relations.

This agency remained because it was founded for an unselfish purpose, because it did not exist for the hope of gain, because all of its efforts were bent upon the protection and assistance of human beings. The labor movement owes its existence to the needs of men. It expresses their hope for the future. It continues because it meets the needs of the people, and it maintains its power and its vigor in proportion as it keeps itself free from the agencies of greed and of selfish interest that would use it to further their own purposes or would weaken it to eliminate its opposition. In this country as the desires of men increase and are more urgent, the need for the labor movement becomes greater. In the period of distress and disrapture that followed, men's thoughts and men's hopes were turned to the labor movement of America. Whether organized or unorganized, they knew they could depend upon that organization to help them in their time of need.

In the time of peace, the labor movement is the constructive force in the industrial world which brings system, organization and opportunity for progress into industrial relations between employers and employees. It is the democratic medium by which the toiler can work out their problems, remedy wrongs and secure for themselves ever increasing opportunity for better living.

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Industrial organization is now upon too large a scale to permit of haphazard methods and disorganized conditions in any of its relations. Employers have found that their interest in industry must be very highly systemized if they are to survive in the struggle with their competitors. Employees cannot remain a helpless disorganized mass with inarticulate wants and needs if they are not to be crushed and maimed by the strong organized forces in industry. Such inhumane and unwise policy would result in reducing the workers to a condition for which only industrial revolutions and rebellions would secure betterment, protection or justice. Such a policy is not worthy of an enlightened nation. It is subversive to all ideals of industrial progress or industrial statesmanship.

It has become a generally accepted fact that all relations of life must be so organized that there shall be in existence agencies for constructive development and gradual and natural progress—agencies whereby the problems arising in the various relationships can be worked out without upheavals or unnecessary disturbances. It is now recognized that policies and principles of statesmanship must be applied to industrial relations as well as to political relations. In truth, industrial relations are now of greater consequence than political relations because they touch the lives of the people more intimately and with greater power for good or evil than do political relationships. Furthermore, it is now recognized throughout the civilized world that the agency necessary for the existence of regulation, system and progress in relations between workers and their employers is the trade union, which is founded upon the highest ideals for associated effort of any kind. It is a simple democratic organization which meets the needs of the workers and enables them to protect themselves and make such progress that they shall become of increasing value and importance to the nation.

The labor movement of America was the great steadying force in the period of upheaval and transition that followed

the outbreak of the war. It was the force that insisted upon the maintenance of existing standards that protected the workers against all efforts to throw upon them the full burden of the war. It was the force that demanded for the workers an opportunity to work in order to earn a daily living. It was the force that held true and tided things over.

When employers had readjusted to meet the changing conditions and to meet the demands of European nations that had grown out of the conduct of the war, the labor movement of the country was the agency that enabled the workers to share more equitably the results of the industrial impetus given by the war. The workers soon realized that the employers intended to keep to themselves all of their vastly increased profits. The organized workers made demands through their regular representatives and many unorganized workers caught the spirit of the day and organized in order that they too might make their demands effective. Thus there came in many industries a great labor forward campaign. It was recognized that the organized economic power of the workers was their main dependence under all conditions and all necessities, whether for protection or for opportunity to share in prosperity.

In the meanwhile the workers of the warring nations were constantly turning to the labor movement of America for assurance that the influence and the power of our own workers of this country would be exerted upon international relations for the maintenance of the cause and rights of humanity. Appeals came from the workers of desolated lands for assistance and in it all and through it all the spirit of fraternity, the spirit of fellowship among industrial workers survived, even when the outward physical ties of organization were temporarily lost in the stress of war.

Even though of late there has been increasing difficulty in maintaining intercourse with the labor movements of some foreign countries, yet there still remain the spirit of fraternity and the

(Continued on Page 35.)



Yuletide Anticipation



*Gee, I'm glad that Christmas' coming,
it surely does feel fine,
To have your homefolks gather, for a
good and festive time
And the children with their stockings,
all around the Christmas tree;
Awaiting old Kris Kringle's coming,
down the Chim-i-nee.*



*Gee, I'm glad that Christmas' coming,
its the one day in the year,
That brings back pleasant memories
of those you hold most dear;
When you were young and careless,
and laughed in childish glee,
Wondering how "Old Kris" would
manage to get down the Chim-i-nee.*



*Gee, I'm glad that Christmas' coming,
I'll forget the Saw and Plane,
And romp through dear old Yuletide,
just like a child again;
Listening to those wondrous stories,
told at mother's knee,
While a longing for Kris Kringle to
come down our Chim-i-nee.*



*Yes, I'm glad that Christmas' coming,
with its laughter and its fun—
When all the world is friendly, with
a smile for everyonc—
While peace on earth, good will to
men, foretells prosperity,
For you're sure that old Kris Kringle
won't forget your Chim-i-nee.*



—J. G. NANTZ

Editorial



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Christmas, 1915

The cycle of the revolving year brings us once more into the festive season of Christmas, that oasis in the desert of this humdrum, workday world—that time of all times, when light, laughter and good cheer abound.

Happily there are few who fail to catch the joyous spirit of the season, and even the most afflicted of mortals, those who have experienced "the slings and arrows of outrageous fortune" feel 'it incumbent upon them to be cheerful, or to be, at least, as cheerful as they can.

For Christmas is indubitably the time of the light heart and cheery smile. Then it is that we renew, as it were, our faith in struggling humanity and regain that poise and even-spiritedness which enable us to face the dawn of a new year with equanimity and to regard the trials or tribulations suffered in the last twelve-month merely as minor obstacles which beset our pathway toward a larger, fuller and more intense life.

There is besides a buoyancy and resiliency associated with this time of holly and mistletoe which prevent us from becoming a prey to gloomy thoughts and fears centering around the toll that the years take; the passing of dear friends, our unfulfilled ambitions and neglected opportunities. Poignant feelings and sad memories no doubt may beset us—for we are only human—but the gaiety and gladness of the Yuletide take the edge off them, and there is luckily an irrepressible tendency on the part of normal men and women at Christmastime to "tie a tin can to trouble," and to all disquieting thoughts and gloomy forebodings.

Our Christmas thoughts this year should largely be tempered with a feeling of thankfulness that we have been spared the havoc of war and the devastation by fire and sword which has been the fate of hapless Europe. During the year we have been at peace with all nations and have seen the tide of industrial prosperity return. The organized labor movement of this continent, readjusting itself to the abnormal conditions caused by the war, increased the sphere of its influence and gained a greater measure of wellbeing for the toiling millions.

The year also witnessed a great development of public opinion with regard to industrial affairs, due to the report of the Industrial Relations Commission, and the ringing recommendations contained therein—all of which goes to show that the organized toilers, despite war and rumors of war, are coming nearer to the realization of their hopes and aspirations; and that the world is, surely albeit slowly, trending toward higher standards and the adoption as a rule of life of the high ideals of true friendship, true equality and true Christian charity for which the labor movement stands and which are reflected in the great feast we are about to celebrate.

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Christmas carries a message to the host of organized workers the world over, which says: be brave, be tolerant, be cheerful and be charitable; don't lose faith in humanity, and don't lose confidence in the righteousness and ultimate triumph of your cause—which is the cause of humanity.

A Merry Christmas and a Bright and Prosperous New Year to all our Readers.

* * *

A Great Work

Of the interesting and thought compelling statistics to be found in Secretary Morrison's report to the thirty-fifth annual convention of the A. F. of L., none give a more convincing insight into the great work of a fraternal nature that the American trade unions are doing than do the statistics setting forth the benefits paid to members by the affiliated organizations during the past year.

Seventy-eight of the 110 federated national and international unions are listed as having paid benefits amounting to the imposing total of \$3,555,310.07.

The disbursement of this large sum was made in the following manner: death benefits, \$2,190,718.55; death benefits, members' wives, \$70,150.00; sick benefits, \$965,971.75; traveling benefits, \$70,346.70; tool insurance, \$2,120.78, and unemployment benefits, \$256,002.29.

And it must be borne in mind that the above detailed disbursement represents but a small proportion of the aggregate sum paid by trade unions in the last twelve months to their members, for these amounts in the majority of cases represent merely sums paid directly from the treasuries of the international unions and take no cognizance of the sick and other benefits paid by the various local unions which, independent of their international organization, pay death, sick, out-of-work and other benefits to their members. As a matter of fact, in a majority of instances, benefits paid by internationals are viewed in the light of supplemental relief, paid

to members in addition to the benefits provided by their locals.

Then, again, it must be remembered that strikes cost the national and international unions reporting \$3,418,831.72, and added to that amount is \$88,254.10 donations made by unions for financial assistance to other unions, making a total of \$3,507,085.82 expended to sustain members on strikes during the year. The number of strikes were 1,004 in which there were 144,932 wage earners involved, and of that number 99,543 secured improved conditions.

Roughly speaking, these figures which we have shown to be far from complete, represent an expenditure of more than \$7,000,000, a sum which speaks volumes for the virility of the trade union movement and the great work it is doing to make the lot of the toilers more endurable.

In analyzing these benefit statistics we find that the U. B. stands well in the front rank among the benefit paying organizations, having spent \$324,000.00 in death benefits, \$45,000.00 in members wives' benefits, \$196,545.00 in cost of strikes, and \$2,620.00 in the shape of donations to other unions. The cigarmakers paid \$283,961.26 in death benefits, \$210,000.00 in sick, \$56,000.00 in traveling, \$100,000.00 in unemployment, and \$5,960.00 in members wives' death benefits.

The Typographical Union paid \$254,715.93 in death benefits and in support of the Union Printers' Home and \$159,857.11 for cost of strikes.

The painters expended \$121,957.50 in death benefits and \$30,800.00 in sick benefits and the United Mine Workers, \$1,738,500.00 for strikes and so on down through all the benefit paying national and international unions.

The payment of sums of such magnitude annually for the uplift and welfare of their members give a good indication of the great humanitarian work the trade unions are accomplishing for the wage earners and furnishes a good answer to the foolish prattle of all who strive to belittle their activities. No

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other agency in the industrial world could perform the service for the toilers that the trade unions have done and there is none that can be of as great assistance to them in the future, at least, in so far as one can judge.

* * *

American Seamen No Longer Bond Slaves

Notwithstanding the nation-wide campaign of opposition engineered by the powerful shipping interests, the La Follette seamen's law which provides for safety at sea and guarantees freedom for the American sailor, went into effect November 4, and we, therefore, extend our congratulations to the organized seamen who were back of the measure.

But though the uphill fight waged by the seamen for more than twenty years in the interest of their economic independence and the public safety has been crowned with success, indications are evident that the shipowners who were so bitter in their opposition have not yet given up hope, and look to the present Congress to repeal the law, or, at least, amend some of its provisions so as to impair their effectiveness.

In line with this, a great outcry was made in the newspapers which reflect the views of the shipowners over the supposedly harsh features of the law which were purposely exaggerated to give the impression that it would prove unworkable and prove a hardship to sailors as well as shippers. These papers also insinuated that it was debatable whether the required number of qualified and competent able seamen were available in the ports of the United States but the seamen's officials have come forward with proof that not only forty per cent but far more than the ultimate maximum of sixty-five per cent able seamen for all American ships afloat could have qualified and were anxious to do so, prior to November 4.

Complaint on the delay in issuing certificates and objections to the severity of the physical tests brought the sensational charge from President Furuseth

that the government officials entrusted with the enforcement of the law had purposely bungled matters so as to make it seem unworkable and thus pave the way for the repeal of the seamen's Magna Charta. He is quoted as saying that the bureau chiefs of the Department of Commerce failed to do their plain duty in making timely and necessary arrangements and that a gratuitous offer of his services to aid in getting everything ready so that all provisions of the bill might go into effect without a hitch was refused.

He also took exception to the failure of supplying enough medical examiners, an oversight which caused Secretary of Commerce Redfield to temporarily suspend the provision requiring physical examination. The physical tests were made so strict at first that practically nobody could pass, he said, but they have been changed gradually until now they are beginning to become reasonable.

Of course, it naturally takes time to put such a comprehensive, far-reaching, aye, even epoch-making, law into effect—freeing seamen from the disabilities which restricted their independence and which were a relic of the barbarous seafaring customs of the past when sailors were little more than chattel slaves. The safety provisions, also, are so thorough that it is hardly possible that the rough edges can be smoothed away overnight.

At the time of writing satisfactory progress has been made in putting the provisions of the law into effect, much of which is due to the intelligent, constructive criticism of men like Furuseth. On the other hand, the agitation kept up by the shipowners, while bitter as ever, seems to be losing weight as the public is coming to realize it as the customary whine of the reactionary employer who has to be forced into conformity with modern industrial standards. We therefore anticipate no danger of the repeal of the seamen's law and look for no action which would weaken or endanger its provisions. The seamen have fought intelligently and persistently through the years for their

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right and now that they have obtained their Magna Charta it is unthinkable that it could be filched from them.

* * *

A Deserved Defeat

On November 2, the so-called Root-Barnes Constitution, which was submitted to the people of the state of New York for their adoption or rejection went down to overwhelming defeat, to the very great satisfaction of the labor hosts of the Empire state.

Trade union opposition to the proposed constitution developed when the constitutional convention rejected a list of proposed amendments submitted by labor representatives, and which included the initiative, referendum and recall, a provision enabling the state and local governments to engage in public work for the relief of distress, a provision that the civil authority shall not be superseded by the military, a statement that labor is not to be considered a commodity or article of commerce, and the incorporation of the British trades disputes act.

Further proposals were in favor of trial by jury in criminal cases where punishment is imprisonment, in opposition to a state constabulary system and the use of militia in strikes, providing that the militia may be called out by the governor alone (at present, a Supreme Court judge may call them out), amplifying the provisions for free speech and free press.

Labor also asked that the legislature be empowered to enact social insurance legislation, that the courts be forbidden to nullify legislative acts on constitutional grounds and that employers be required to carry workmen's compensation insurance in the state fund alone, thus barring the casualty insurance companies altogether.

The constitutional convention rejected these proposals in toto with the exception of a limited provision regarding social insurance. And in addition to their disappointment over the failure of the convention to accept these planks, the state federation of labor opposed the

short ballot and other provisions of the proposed constitution as finally adopted by the convention.

What particularly incensed labor however, was the rejection of the provision prohibiting the subordination of the civil to the military power. Others besides labor men denounced the convention for rejecting it, notably Judge Edgar M. Cullen, formerly a justice of the Court of Appeals and Alton B. Parker.

The labor forces insisting on the adoption of the principle pointed out the fact that in spite of the decisions of courts that the writ of habeas corpus can be suspended only by act of Congress or of the legislatures, in recent years the writ has in effect been suspended by military commanders during industrial disturbances.

In West Virginia, it was shown a military tribunal had in recent years completely usurped the functions of the civil authorities and, at a time when the civil courts were sitting and the validity of their decrees was unquestioned, a military commission tried and sentenced to terms in the penitentiary citizens arrested both within and without the so-called martial law zone.

It was also instanced that in Idaho, Montana, and Colorado, military authorities arrested citizens and held them in jail without making any charge against them and without producing them in any court. The answers of those who defended the proposed constitution to these effective arguments was that as long as New York has been a state there has been no such anti-military clause in its constitution, and yet civil rights have not been overridden.

Taking it altogether, the defeated New York State Constitution was a shifty interest-serving makeshift which deserved no better fate. Labor did not mince words or actions in showing its disapproval of it at the polls, and it took the count!

* * *

Secretaries and Our Mailing List

Much progress has been made in the last few months with the work of com

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piling a correct mailing list of the membership so that the Journal may reach the home of every member of the organization each month.

Taken altogether, the secretaries of the various locals of the U. B. have complied in a very satisfactory manner with our request for a correct mailing list of their members, and we desire to assure them of our appreciation of the manner in which they have responded.

We would, however, bring to their attention the fact that it is not necessary to forward change of address of their members as same are received at the General Office through the agency of the post office authorities.

Furthermore, address lists should not be sent in more than once. To send in a corrected address list each month is not only a needless expenditure of energy on the part of the secretary, but is also a source of confusion and extra work to the address clerk at the General Office.

All that is necessary on the part of secretaries, after having once sent in the address list of their local, is merely to send us each month the names and addresses of new members, of members who have lapsed and members reporting that they do not get the Journal.

By paying strict attention to this, secretaries will greatly facilitate the work of keeping a correct mailing list at headquarters.

* * *

Wisconsin's School Age

By a recent act of the Wisconsin legislature the age of compulsory school attendance has been raised higher than any other state. Hereafter children between sixteen and seventeen not attending the regular public school will have to attend day continuation school for a half day a week eight months of the year. This provision applies to all children, whether working or idle, in cities of more than 5,000 population.

Change was also made in the provisions affecting those under sixteen. For the past three years children in employment were compelled to attend day con-

tinuation school a half day a week for eight months of the year. This has now been raised to ten months and applies henceforth to all, whether working or not, if they are not in attendance at the regular public school.

"The advance to the seventeenth year," says H. E. Miles, president of the board of technical education, "requires a superior educational content. Eighty-seven per cent of working children from fourteen to sixteen are in dead end, blind alley jobs. They are not allowed to work with machinery. Schooling is, therefore, only in the elements of the occupations. At sixteen the child is a man under the law. He can work at difficult machines. His continuation schooling must be related to this larger work and opportunity. This period will be a sort of bridge leading to apprenticeship and is expected to cause many employers to look to these schools for superior workers whom they will indenture to be taught all of the respective trades in which they work."

It is expected that these changes will raise the attendance at the day continuation schools of the state, now about 15,000 from 40 to 50 per cent and the board of technical education has full power to employ teachers and other necessary assistants to meet this increase.

The necessity of adequate continuation schools for children who are forced to go to work early is receiving more attention today than ever before, and is being more and more taken into account in all schemes for proper vocational training. We believe that this Wisconsin law will go far toward raising the standard of general education in the state.

* * *

Unemployment Legislation In 1915

In looking through the monthly review of the United States bureau of labor statistics for the month of November, we learn that the matter of unemployment received attention in a few states during the legislative sessions of the current year, resulting in the adoption of measures for relief of more or less

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extensive nature. Little precedent exists in this country for enactment in this field, for which reason the action taken may be regarded as experimental, while one law in particular—that of Idaho—may be regarded as presenting decidedly novel features. It is, however, worthy of note that in practically every instance the initiative in effecting such legislation was taken at the insistent demand of the organized workers of these states for some measure of relief from the unemployment evil.

The question of unemployment was considered by the California legislature of such magnitude as requiring Federal action, and it adopted a resolution requesting an investigation by Congress and the adoption of such remedial measures as might be thought necessary and proper.

The legislature of Illinois provided for a state commission on the subject, while in Idaho a memorial was adopted by the legislature referring to the fact that the state law prohibits the employment of alien labor upon public works, and submitting to Congress the proposition that a similar rule should control in favor of citizen labor on Federal undertakings within the state. The formation of associations of certain employes on steam and electric railroads for the purpose of providing a co-operative fund from which unemployment benefits should be paid was provided for by a Michigan statute.

Of a more direct nature are the resolutions of the legislature of Massachusetts authorizing the employment of needy persons by the metropolitan park commission in labor on parkways, boulevards, parks and reservations, also by the state forester; while in New Jersey the common council or other body in charge of departments of municipalities employing unskilled labor are authorized to select "from the needy poor of such city or other municipality" residents for the purpose of such public work as may be assigned to them.

The most elaborate provision is that of the Idaho statute, which the press

has called a "right to work" law, which authorizes and requires county commissioners to provide emergency employment for any person who is a citizen of the United States and has been for an uninterrupted period of not less than six months a resident of the state of Idaho. The work is to be done on public highways or such other work as may be determined upon. Applicants must be residents of the county for more than ninety days preceding the application, must show that they are unable to secure other employment, and that they do not possess property of a total value of more than \$1,000.

A statement of the number of dependents, if any, must be given; also as to the amount of any emergency employment had during the twelve months last past. One applying for work must also agree to do with reasonable diligence and efficiency the work assigned, and a failure or refusal to perform such work is regarded as an offense for which he may be suspended for a period of one week in the first instance and for a second offense be disqualified from receiving the benefit of emergency employment for a period of one year. No person may receive more than sixty days employment within a year, and each applicant must be identified and vouched for by some freeholder in the county where the application is made. Payments are made on vouchers issued by the auditor of the county and a record kept of names and amounts, and on a certificate to the state auditor of the total sum expended in this manner fifty per cent of it shall be remitted to the county by deducting it from the sum of the general taxes collected by the state.

We hailed with pleasure last month the formation of "The Industrial Relations Committee" formed with the avowed purpose of carrying on the work of the recent Industrial Commission. It will urge upon Congress the adoption of the "Manly" report which was backed by Chairman Walsh and Commissioners O'Connell, Garretson and Lennon,

Official Information



GENERAL OFFICERS OF THE UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

General Office,
Carpenters' Building, Indianapolis, Ind.

General President,
W. L. HUTCHESON, Carpenters' Building,
Indianapolis.

First Vice-President,
JOHN T. COSGROVE, Carpenters' Building,
Indianapolis.

Second Vice-President,
GEORGE H. LAKEY, Carpenters' Building,
Indianapolis.

General Secretary,
FRANK DUFFY, Carpenters' Building, Indianapolis.

General Treasurer,
THOMAS NEALE, Carpenters' Building, Indianapolis.

General Executive Board,
First District, T. M. GUERIN, 290 Second
Ave., Troy, N. Y.

Second District, D. A. POST, 416 S. Main St.,
Wilkes-Barre, Pa.

Third District, JOHN H. POTTS, 646 Mellish
Ave., Cincinnati, O.

Fourth District, JAMES P. OGLETREE, 278
Keel St., Memphis, Tenn.

Fifth District, HARRY BLACKMORE, 4223 N.
Market St., St. Louis, Mo.

Sixth District, W. A. COLE, 129 Henry St.,
San Francisco, Cal.

Seventh District, ARTHUR MARTEL, 1399 St.
Denis, Montreal, Que., Can.

W. L. HUTCHESON, Chairman.

FRANK DUFFY, Secretary.

All correspondence for the General Executive
Board must be sent to the General Secretary.

Proceedings of the Fourth Quarterly Ses- sion, 1915, of the G. E. B.

During the interim between the July and
October sessions the following matters were
submitted to the General Executive Board by
correspondence:

New York City, N. Y.—The G. P. submitted
to the Board information relative to a strike
of the Dock Builders, members of L. U. 1456
of New York City, involving over three hun-
dred men. The Board decides to grant finan-
cial assistance for these men as reports are
received at the General Office.

July 27, 1915.

Boston, Mass.—Request of Box Makers'
Union No. 394 for official sanction in support
of a movement for a reduction in hours from
48 to 44 per week and minor changes in the
working agreement, to take effect October 1st,
1915. The G. E. B. grants the official sanction
desired.

August 11, 1915.

New York City.—Request from the D. C. for
appropriation to reimburse said D. C. for do-
nation made to the striking Dock Builders. The
Board appropriates the sum of \$2,084.00.

August 12, 1915.

Ottumwa, Iowa.—Request of L. U. 767 for
official sanction in support of a movement to
maintain present working conditions. The G.
E. B. grants the official sanction asked for.

August 17, 1915.

Toronto, Ont., Can.—On the recommenda-
tion of the G. P., the G. E. B. appropriates the
sum of \$325.00 for organizing purposes in To-
ronto.

August 24, 1915.

Galveston, Tex.—The G. P. submitted to the
Board information relative to the members of
our organization in Galveston affected by the
flood and storm and recommended an appro-
priation sufficient to give adequate relief to
the members affected. The Board concurs in
the recommendation of the G. P.

September 2, 1915.

Torrington, Conn.—Request of L. U. 216 for
official sanction and financial aid in support
of a movement for a minimum wage of \$3.50
per day and a three-year agreement, considered
by the Board at the July session and referred to
the G. P. for investigation. On the recom-
mendations made as a result of the investiga-
tion, the Board grants the official sanction de-
sired, financial aid to be considered as reports
are received at the G. O.

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September 3, 1915.

Port Arthur, Texas.—Information relative to members of L. U. 610 who suffered from the storm and flood submitted to the G. E. B. The Board authorizes an appropriation sufficient to meet the needs of the members involved.

Indianapolis, Ind., October 11, 1915.

The G. E. B. was called to order on the above date with First General Vice-President Hutcheson presiding, owing to the death of General President Kirby, which occurred at the Methodist Hospital in Indianapolis on Friday morning, October 8th, following an operation the previous day for appendicitis.

The remainder of the members were present.

A sub-committee of the Board, consisting of Brothers Potts, Post, Martel and Ogletree, was appointed to procure appropriate floral pieces representative of the organization to be sent to the residence of Brother Kirby on Tuesday.

Brothers Cosgrove, Blackmore, Cole and Guerin were named as a committee on arrangements for the funeral.

Brothers Post, Duffy and Guerin were appointed to prepare suitable resolutions of condolence.

Out of respect to our dead General President, the G. E. B. ordered the office and printing plant closed until after the funeral.

It was decided that the members of the Board, with Brother John Metz, president of the Chicago District Council, in which city Brother Kirby held membership, would act as pall bearers.

Messrs. Harry and Charles Kirby, sons of the deceased, appeared before the Board in connection with the final arrangements for the funeral of their father, stating that it would take place at two o'clock P. M., Wednesday, October 13th, and that burial would be in Holy Cross Cemetery, Indianapolis, Ind.

Brothers Meadows and Newman, business agents of the Indianapolis District Council, appeared before the G. E. B. and stated that arrangements were under way to suspend all carpenter work in the city of Indianapolis on the day of Brother Kirby's funeral.

The resolutions prepared by the sub-committee appointed for that purpose were concurred in by the Board.

The Board concurred in the arrangements already made by the General Officers and adjourned until the day following the funeral, Thursday, October 14th.

October 14, 1915.

General President Kirby was laid to rest in Holy Cross Cemetery, Indianapolis, Ind., October 13th, 1915, with all honor and respect. The members of the General Executive Board, with President Metz of the Chicago District Council, acted as pall bearers. Delegations were present from Chicago, New York, Philadelphia, Pittsburgh, Washington, Alton, Ill., Dayton, O., Saginaw, Mich., Lake County,

Ind., Buffalo, N. Y., Cleveland and Toledo, O., Indianapolis, Ind., and elsewhere. The State Councils of Pennsylvania, New Jersey, Ohio, New York, Michigan, Indiana and the Province of Quebec were also represented.

The following international organizations were represented:

Journeymen Barbers International Union.
International Brotherhood of Teamsters.
International Brotherhood of Book Binders.
United Association of Plumbers and Steam Fitters.

Brotherhood of Painters, Decorators and Paper Hangers.

Bricklayers, Masons and Plasterers International Union.

International Union of Steam and Operating Engineers.

International Union of the United Brewery Workmen.

United Mine Workers of America.

International Molders Union of North America.

International Association of Bridge and Structural Iron Workers.

Saw Smiths' National Union.

The American Federation of Labor.

Building Trades Department of the American Federation of Labor.

Central Labor Union of Indianapolis.

Building Trades Council of Chicago.

L. U. 199 of South Chicago, in which Brother Kirby held membership, was represented by a special committee.

The high esteem in which our late General President was held by his friends and associates was evidenced by the great number of beautiful floral tributes sent to the home from all parts of the country. The entire room in which the body lay in state was banked to the ceiling with the choicest flowers, ranging from the simple remembrance of an humble friend to the magnificent design sent by an international organization, a State Council, the employes of the General Office, the American Federation of Labor, etc. The floral display was a fitting tribute to the memory of a man who was friend to all who crossed his pathway.

All members present.

In accordance with Section 11 of the Constitution of the United Brotherhood of Carpenters and Joiners of America, First General Vice-President Hutcheson becomes General President, and in accordance with Section 12 of the Constitution, Second General Vice-President John T. Cosgrove becomes First General Vice-President.

New York, N. Y.—Communication received from Dock Builders' Union 1456 relative to progress of strike. The Board appropriates the sum of \$1,500.00 for the relief of the men involved.

President Gompers of the American Federation of Labor and Secretary Spencer of the Building Trades Department of the American Federation of Labor appeared before the Board and discussed several matters pertaining to our

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organization, especially the reaffiliation of the United Brotherhood with the Building Trades Department. After a thorough discussion of the disputes we had to contend with in the past in the department they expressed the hope that the United Brotherhood, with its entire membership, would see its way clear in the near future to return to the department. They cordially extended an invitation to the United Brotherhood, through the Board, to reaffiliate.

Flint, Mich.—Brother Fred Plambeck, president of the Michigan State Council of Carpenters, properly credentialed by L. U. 1373 of Flint, Mich., appeared before the Board and requested that a donation for organizing purposes be made to the city of Flint. The matter will be disposed of when the official request from the Tri-County D. C. is before the Board.

Organizers Flynn and Featherston appeared before the Board relative to the strike under way in Eddystone, Pa., and requested that the matter be given full and serious consideration.

Beaver Valley, Pa.—Brothers O. F. Gault and D. S. Leighty were sent by the D. C. to appear before the Board in connection with a controversy between the Beaver Valley D. C. and the D. C. of Pittsburgh. The Board decides that these delegates will be granted a hearing at two o'clock Friday, October 15th.

Schenectady, N. Y.—Communications were received from L. U. 1513 relative to members on strike in the plant of the General Electric Company. The matter is referred to the G. P. for immediate investigation.

A request was received from the International Ladies' Garment Workers' Union for permission to send circular letters to our local unions for funds to assist in the defense of officers of their organization now on trial. Request denied.

Augusta, Ga.—Request from the D. C. for an appropriation for organizing purposes was received and carefully considered. The Board cannot see its way clear to make an appropriation at this time and accordingly denies the request.

October 15, 1915.

All members present.

Hamilton, Ont., Can.—Request of the D. C. for an appropriation of \$300.00 for organizing purposes. The matter is referred to the G. P. for investigation through the member of the Board from the Seventh District.

Toledo, Ohio.—Brother H. R. Kline, properly credentialed by L. U. 25 of Toledo, appeared before the Board in connection with working conditions in the city of Toledo. He asked that assistance from the Bricklayers be requested in order to adjust existing troubles. The matter is referred to the G. P. for further investigation and action.

Flint, Mich.—Request from the Tri-County District Council of Michigan for an appropriation for organizing purposes in the city of Flint. The Board appropriates \$300.00, same to be expended under the direction of the G. P.

St. Louis, Mo.—A communication from the St. Louis D. C. stating that the time for putting into effect the movement to organize the planing mills of that city had been extended six months was received and the action of the D. C. concurred in, the matter to be again submitted to the G. E. B. before definite action is taken.

Montgomery Co., Pa.—Request of the Montgomery D. C. for an appropriation for organizing purposes carefully considered and denied.

Wilkesbarre, Pa.—Request of the Wyoming Valley D. C. for an appropriation for organizing purposes. The Board appropriates the sum of \$400.00, same to be expended under the supervision of the G. P.

Sherbrooke, Que., Can.—The request of L. U. 1684 for an appropriation for organizing purposes was considered and the sum of \$100.00 appropriated, same to be expended under the direction of the G. P.

Ottumwa, Iowa.—Request of L. U. 767 for a donation to assist in keeping business agents in the field. The request is denied, as the G. E. B. does not make appropriations to cover the services of business agents.

Newark, N. J.—Request of the D. C. of Newark for an appropriation of \$1,500.00 for organizing purposes. The request is denied.

Scranton, Pa.—Request of L. U. 261 for official sanction and financial aid in support of a movement for an increase in wages of 2½ cents per hour and the Saturday half-holiday, effective January 1st, 1916. Official sanction granted; financial aid to be considered as reports are made to the G. O.

Charlottesville, Va.—Request of L. U. 1454 for official sanction in support of a movement for the 8-hour day and the union shop, effective November 8th, 1915. The Board grants the official sanction desired.

Cabo Rojo, Porto Rico.—Request of L. U. 1455 for official sanction and financial aid in support of a movement for an increase in wages and a reduction in working hours to take effect November 1st, 1915. Official sanction granted; financial aid to be considered as reports are received at the G. O.

Sapulpa, Okla.—Request of L. U. 1655 for official sanction in support of a movement for an increase in wages of 5 cents per hour, effective November 1st, 1915. Sanction granted.

St. Louis, Mo.—A communication was received from the D. C. of St. Louis requesting that a ruling be made to cover the cases of many members in that city who, under a strict interpretation of the law, should have been suspended, the various financial secretaries in that city acting on the belief that a member is not three months in arrears until he owes three months' actual dues and is not suspended until he owes six months' actual dues, whereas the ruling of the G. T., sustained by the G. E. B., is that a member is three months in arrears and out of benefits when he owes any

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sum equal to three months' dues, and suspended when he owes any sum equal to six months' dues, or, in other words, that the charge for a working card or any legitimate charge operates to put a member in arrears or suspend him when said charge, together with actual dues owing, amounts to three and six months' dues respectively. The Board reaffirms its former decision of April 10, 1915, in the Frank Beck case (L. U. 1596), but at the same time takes into consideration and grants the request made by the St. Louis D. C., namely that said decision shall be in force and effect only from the date mentioned (April 10, 1915), but this concession shall not be construed to affect death or disability claims already passed upon.

General President Hutcheson advised the G. E. B. that the office of Second General Vice-President, made vacant through the succession of Brother John T. Cosgrove to the First Vice-Presidency, had been tendered to George H. Lakey of Chicago, Ill. The Board concurs in the appointment of Brother Lakey.

Beaver Valley, Pa.—Brothers O. F. Gault and D. S. Leighty, properly credentialed and representing the Beaver Valley D. C., and Brothers N. E. Ghrist and H. G. Miller, representing L. U. 1732 of Ambridge, Pa., appeared before the Board relative to the controversy between the Beaver Valley D. C., the Pittsburgh D. C. and L. U. 1732 of Ambridge, the latter local union being affiliated with the Pittsburgh D. C., while located in Beaver County. The representatives of the Beaver Valley D. C. claimed that L. U. 1732 should belong to the Beaver Valley D. C., while the representatives of Ambridge local union claimed they should be allowed to remain with the Pittsburgh D. C. The matter was referred to the G. P. to have a complete investigation made and a report submitted to the G. E. B. at its next meeting for further action.

Brothers Gault and Leighty also submitted other matters relative to working conditions in the Beaver Valley D. C. and asked for assistance in adjusting same. Referred to the G. P. for investigation.

New Philadelphia, Ohio.—Request of L. U. 1802 for an appropriation for organizing purposes referred to the G. P. for investigation.

Pottsville, Pa.—Protest received from L. U. 228 against bonding its local officers through the General Office, the protest being based on the fact that said officers were bonded until February 1st, 1916, in another company. The laws of the U. B. govern in this matter, and the G. E. B. has no alternative in such cases than to see that the laws are enforced.

St. Louis, Mo.—Protest received from L. U. 1596 against the action of the G. E. B. in declaring Paragraph 18, Section 43 of our General Laws inoperative. The reply of the General Secretary to the protest is endorsed by the Board.

Cincinnati, Ohio.—Protest received from L.

U. 209 of Cincinnati against the ruling of the General Executive Board which prohibits members of the U. B. from holding membership at the same time in the Industrial Workers of the World. The G. E. B. concurs in reply made to the protest by the G. S.

Portland, Ore.—A similar protest was received from L. U. 1020 in the matter of the ruling of the Board relative to members of the U. B. holding membership in the I. W. W. The reply of the G. S. concurred in.

Denver, Colo.—Communication received from the Justice League, organized in the interests of the mine workers in the Ludlow District, requesting financial assistance and a list of our secretaries to be used for soliciting aid from local unions. The request is denied and the communication filed for future reference.

Toronto, Ont., Can.—Full accounting from the D. C. for an appropriation for organizing purposes received and filed.

New York, N. Y.—Full accounting from the D. C. of money appropriated to the D. C. for dock builders on strike received and filed.

October 16, 1915.

All members present.

Allentown, Pa.—Complete accounting from L. U. 135 of moneys appropriated for relief of men on strike in Allentown in the spring of 1915 received and filed.

Cincinnati, Ohio.—Full accounting of moneys appropriated to the Hamilton County, Ohio, D. C. for relief of men on strike in 1914 received and filed and the recommendations of the auditor concurred in.

Chicago, Ill.—The report of Auditors Lakey, representing the G. O. and Schardt, representing the Chicago District Council, of the money paid out for the relief of the men involved in the strike during the spring and summer of 1915 in Chicago was received as a full accounting and filed.

San Antonio, Texas.—Request of L. U. 14 for deposit of a portion of the U. B. funds in a San Antonio bank received and filed for future reference.

Utica, N. Y.—Appeal of J. S. Cox, member of L. U. 125 of Utica, N. Y., from the decision of the G. T. in disallowing claim for disability donation in behalf of said Cox. The decision of the G. T. is sustained on the grounds set forth therein, namely, that the disability was not the result of accidental injuries as specified in our General Laws. The appeal is dismissed.

Nashua, N. H.—Complete accounting from L. U. 1616 of money appropriated for relief of men on a strike in July, 1915, received and filed.

Great Falls, Mont.—Complete accounting from L. U. 286 of money appropriated for relief of men on strike in February, 1915, received and filed.

Parkersburg, W. Va.—Complete accounting from L. U. 899 of moneys appropriated for

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strike relief in the spring and summer of 1915 received and filed.

The G. E. B. instructs the General Secretary to communicate with the United States representatives, demanding that the reports of the Industrial Relations Commission, with all the evidence collected, be printed and copies supplied to all our subordinate bodies.

Lake Charles, La.—Appeal of L. U. 953 from the decision of the G. T. in disallowing claim for funeral donation on the death of the wife of George R. Ash, laid over from the July meeting awaiting the receipt of the day-book and ledger was again taken up. The decision of the G. T. is sustained on the grounds set forth therein, namely that the last paragraph of Section 53 of our General Laws had been violated, and the appeal is therefore dismissed. The method of bookkeeping in L. U. 953 is referred to the G. P. for investigation and action.

Chicago, Ill.—Appeal of L. U. 13 from the decision of the G. T. in disapproving claim for funeral donation on the death of David Smith, late a member of L. U. 13. The decision of the G. T. is sustained on the grounds set forth therein—that the brother was six months in arrears on October 31st, 1914, and should have been suspended—and the appeal is therefore dismissed.

Abilene, Tex.—Appeal of I. L. Summers, a member of L. U. 1281 of Abilene, from the decision of the G. T. in disapproving claim for funeral donation on the death of the wife of said Summers. The decision of the G. T. is sustained on the grounds set forth therein, namely that the brother was not in benefit standing at the time his wife's death occurred, and the appeal is therefore dismissed.

Tottenville, N. Y.—Appeal of L. U. 1388 from the decision of the G. T. in disallowing claim for funeral donation on the death of Louis A. Allen, late a member of L. U. 1388. The decision of the G. T. is sustained on the grounds set forth therein, namely that the brother's death occurred while he was out of benefit, and the appeal is therefore dismissed.

Cleveland, Ohio.—Appeal of Mrs. Charles Rockwitz, through her attorneys, from the decision of the G. T. in disallowing claim for funeral donation on the death of her husband, Charles Rockwitz, late a member of L. U. 11, was again taken up, having been before the Board at the April and July meetings and laid over pending the arrival of the due book. The decision of the G. T. is sustained on the grounds set forth therein, namely, that the brother was not in benefit standing at the time his death occurred. The appeal is therefore dismissed.

Tamaqua, Pa.—Appeal of L. U. 1714 from the decision of the G. T. in disapproving the claim for funeral donation on the death of the wife of David L. Holland, late a member of L. U. 1714. The decision of the G. T. is sustained

on the grounds set forth therein, namely, that the brother was in arrears at the time of his death, and the appeal is therefore dismissed.

St. Louis, Mo.—Request of the D. C. that a re-hearing be granted by the G. E. B. in the appeal of M. J. Walsh from the decision of the G. E. B. in the case of M. J. Walsh vs. L. U. 377 of Alton, Ill., said appeal having been before the Board at the July meeting of the Board and dismissed. No new evidence having been produced, the Board refuses to reopen the case.

New York City.—The dock builders' strike in New York City was considered and discussed from all angles and view points, as well as the action of the bridge and structural iron workers in chartering the suspended Municipal Dock Builders of New York, thereby antagonizing our organization and causing dissension among the other trades in New York. The matter is referred to our delegates to the A. F. of L. convention and the G. P. is instructed to make all necessary arrangements to protect the interests of our organization at the San Francisco convention of the A. F. of L.

Lake County, Ind.—Protest entered by the Lake County D. C. against the action of the G. P. in the matter of concessions granted the McCall firm. The protest is received and filed and the action of deceased General President Kirby endorsed.

October 18, 1915.

All members present.

New York City.—Communication received from Dock Builders' Union 1456 relative to progress of strike. The Board appropriates \$1,248.00 for strike relief.

Port Arthur, Texas.—Full accounting received from L. U. 610 for money appropriated for relief of members who suffered in the storm and flood in that city. Filed for future reference.

The Board instructs the sub-committee appointed to prepare suitable resolutions on the death of General President Kirby to have the resolutions properly engrossed and presented to the Kirby family, same to contain the name of each member of the Board.

Philadelphia, Pa.—Request of the D. C. for appropriation to assist in the relief of men in the Chester district. The Board appropriates the sum of \$400.00 for the purpose mentioned, same to be expended under the direction of the G. P.

Wilmington, N. C.—The G. T. submitted to the Board a communication from L. U. 1865 of Wilmington requesting that the time be extended in which to bond their officers through the G. O., the local union not being in position financially to observe the law. The matter is referred to the G. T. with power to act.

Holyoke, Mass.—Appeal of L. U. 390 from the decision of the late General President Kirby in the matter of payment of dues in that local union at the increased rate provided

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for by the laws of the Holyoke D. C. The decision of the former G. P. is sustained and the appeal dismissed.

New York City.—Request of L. U. 1456 for appropriation for organizing purposes. The sum of \$500.00 is appropriated for the purpose mentioned in and around the port of New York, same to be expended under the direction of the G. P.

St. Louis, Mo.—Request of the D. C. for re-hearing in the appeal of A. E. Swartz from the decision of the G. P. in the case of A. E. Swartz vs. L. U. 377 of Alton, Ill., said appeal having been before the Board at the July meeting and dismissed. No new evidence having been submitted, the Board refuses to grant the request for re-hearing.

New York, N. Y.—Appeal of Wm. Schweikert from the decision of the former G. P. in the case of Schweikert vs. the New York D. C. The matter is referred back to the G. P. on account of new evidence having been submitted, with the request that he have the New York D. C. re-open the case.

New York, N. Y.—Appeal of Donald M. Phillips from the decision of the late General President Kirby in the case of Donald M. Phillips et al. vs. the New York D. C. The decision of the late G. P. is sustained on the grounds set forth therein and the appeal dismissed.

New York, N. Y.—Appeal of Ewald Baganz from the decision of the late G. P. in the case of Ewald Baganz vs. the New York D. C. The decision of the former G. P. is sustained on the grounds set forth therein and the appeal dismissed.

West Palm Beach, Fla.—Appeal of O. C. Simmons from the decision of the late G. P. in the case of O. C. Simmons vs. L. U. 819 of West Palm Beach. The decision of the G. P. is sustained on the grounds set forth therein and the appeal dismissed.

New York, N. Y.—Appeal of Jacob Winer from the decision of former General President Kirby in the case of Jacob Winer vs. the New York D. C. The papers are referred back to General President Hutcheson to decide the case on its merits.

Chicago, Ill.—Appeal of L. U. 1922 of Chicago from the decision of the late G. P. in the case of L. U. 1922 vs. the Chicago D. C. The decision of the former G. P. is sustained on the grounds set forth therein and the appeal dismissed.

The bond of the G. S. in the amount of \$20,000 in the United States Fidelity & Guaranty Company of Baltimore, Md., was turned over to the G. P. for safe keeping.

The fire insurance policy in the amount of \$10,000.00, covering printing plant, office fixtures, equipments, etc., in the Firemen's Insurance Company of Newark, N. J., was turned over to the G. S. for safe keeping.

October 19, 1915.

All members present.

Worcester, Mass.—The G. S. submitted to the Board a communication from L. U. 720 asking whether or not sanction of the G. E. B. was necessary to levy an assessment locally for machinists on strike in that city. The Board rules that such sanction is not necessary.

The report of J. F. Marsh, delegate to the convention of the Canadian Trades and Labor Congress at Vancouver, Canada, was received and referred to the G. S. for publication in "The Carpenter."

The G. E. B. rules that women working at the carpenter trade or any branch of the trade are not eligible to membership in the U. B.

The examination and audit of the books and accounts was taken up at this time.

October 20, 1915.

All members present.

The entire day was occupied in the examination and audit of the books and accounts.

October 21, 1915.

All members present.

Examination and audit of the books and accounts continued.

October 22, 1915.

All members present.

Kansas City, Mo.—Appeal of the Kansas City D. C. from the decisions of the late G. P. and First G. V. P. in the matter of disapproval of a certain section of the D. C. by-laws. The decisions of Former General Vice-President Hutcheson and the late General President Kirby are sustained and the appeal dismissed.

Chicago, Ill.—Secretary-Treasurer Galvin of the Chicago D. C. appeared before the Board relative to the payment of benefits to our members during the recent strike in Chicago. His statement showing the amount of money appropriated to each local union and the returns made to him of its distribution, along with the audit of Brothers Lakey and Schardt, was accepted as a full accounting of the money appropriated by the General Office.

Chicago, Ill.—The law suits now under way in the city of Chicago were considered by the Board and the matter referred to the G. P. and the members of the Board from the Third District.

Hamilton, Ont., Can.—The request of the D. C. for an appropriation for organizing purposes considered on October 15th was again taken up, Board Member Martel having submitted a report of his investigation. The Board appropriates the sum of \$200.00 for organizing purposes, same to be expended under the direction of the G. P.

The examination and audit of the books and accounts was continued and completed, the report of the expert accountant was compared with the books of the G. O., and the books and accounts found to be correct.

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October 23, 1915.

All members present except Guerin and Martel.

Schenectady, N. Y.—Request of L. U. 1513 for official sanction of an appeal to sister local unions for financial assistance for men on strike. Endorsement of circular letter denied.

The G. E. B. decides that the \$20,000.00 in the inactive account in the Indiana National Bank be transferred to the active account in said bank.

Clifton, Ariz.—A communication from L. U. 1264 of Clifton relative to members involved in a strike was referred to the G. P. for investigation.

San Francisco, Cal.—Request of the State Building Trades Council of California for a donation to assist in the defense of the Schmidt-Caplan case. The matter is referred to the members of the G. E. B. in attendance at the San Francisco convention of the American Federation of Labor for investigation, they to report back to the Board.

Chicago, Ill.—The G. T. submitted to the Board the papers in the disapproved claim for funeral donation on the death of P. A. Erickson, late a member of L. U. 1367 of Chicago. The decision of the G. T. is sustained on the grounds set forth therein and the appeal dismissed, the papers showing that claim was not filed with the G. T. within the time prescribed by law.

There being no further business to come before the Board at this time, the minutes were read and approved and the Board adjourned to meet at the G. O. Monday, January 10, 1916.

Respectfully submitted,

FRANK DUFFY,
Secretary.

Local Unions Chartered In October

London, Ont., Can.
Worcester, Mass. (Millwrights.)
California, Pa.
Worcester, Mass. (Boxmakers.)
Portland, Maine (Ship Carpenters.)
Bridgeport, Conn. (Millmen.)
Hastings, Neb. Douglas, Ariz.
Antlers, Okla. Oroville, Cal.
Total, 10 Local Unions.

Expulsions

J. S. Whitney has been expelled from L. U. 993 of Miami, Fla., for misusing funds entrusted to him while acting as treasurer.

Due Book and Working Card Stolen

Charles Cook, 119 Brown Ave., N. W., Canton, Ohio, a member of L. U. 143, of that city, has had his due book and working card stolen. Brother Cook

makes his home in Canton and has no intention of leaving the city, therefore any person who may try to use the card elsewhere should be branded as an imposter. W. E. Lerch, R. S., L. U. 143.

Localities to Be Avoided.

Owing to the pending trade movements, building depression and other causes, carpenters are requested to stay away from the following places:

Abilene, Tex.	Concordia, Kan.
Albany, N. Y.	Conway, Ark.
Alton, Ill.	Commerce, Tex.
Amherst, N. S., Can.	Corpus Christi, Tex.
Arcadia, Fla.	Cosicana, Tex.
Asheville, N. C.	Cullman, Ala.
Ashland, Ky.	Danville, Ill.
Athens, Tex.	Dayton, O.
Atlanta, Ga.	Decatur, Ill.
Atlantic City, N. J.	Denison, Tex.
Augusta, Ga.	Detroit, Mich.
Aurora, Ill.	Dixon, Ill.
Austin, Tex.	Drumright, Okla.
Baltimore, Md.	Dubuque, Ia.
Barre, Vt.	Duluth, Minn.
Battle Creek, Mich.	Eau Claire, Wis.
Bay City, Tex.	E. Palestine, O.
Beacon, N. Y.	Edmonton, Can.
Beaver Valley, Pa.	El Centro, Cal.
Belleville, Ill.	Electra, Tex.
Berlin, Ont., Can.	E. St. Louis, Ill.
Billings, Mont.	El Paso, Tex.
Binghamton, N. Y.	Escanaba, Mich.
Birmingham, Ala.	Evansville, Ind.
Bisbee, Ariz.	Fargo, N. D.
Bismack, N. D.	Fond du Lac, Wis.
Blackwell, Okla.	Fort Hauchuca, Ariz.
Bloomington, Ill.	Fort Lauderdale, Fla.
Boise, Idaho.	Fort Myers, Fla.
Boone, Ia.	Fort Smith, Ark.
Boston, Mass.	Fort Wayne, Ind.
Braintree, Minn.	Framingham, Mass.
Brenham, Tex.	Fremont, Neb.
Brownwood, Tex.	French Lick, Ind.
Buffalo, N. Y.	Fresno, Cal.
Calgary, Can.	Fulton, N. Y.
Canton, O.	Galesburg, Ill.
Carneys Point, N. J.	Galveston, Tex.
Cedar Rapids, Ia.	Gardner, Mass.
Central City, Ky.	Gary, Ind.
Charleston, S. C.	Geneva, N. Y.
Charleston, W. Va.	Goldfield, Nev.
Charlotte, N. C.	Grand Forks, N. D.
Chattanooga, Tenn.	Granite City, Ill.
Chicago, Ill.	Great Falls, Mont.
Clarksville, Tenn.	Greeley, Colo.
Cleveland, O.	Greenwich, Conn.
Clinton, Ia.	Halifax, N. S.
Cincinnati, O.	Hamilton, O.
Columbia, S. C.	Hammond, Ind.
Columbus, O.	Hannibal, Mo.
Concord, N. H.	Hazelton, Pa.

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Hillsboro, Tex.	Niagara Falls, N. Y.	Steubenville, O.	Uniontown, Pa.
Holyoke, Mass.	Norfolk, Va.	St. Augustine, Fla.	Urbana-Champaign, Ill.
Hot Springs, Ark.	Northampton, Mass.	St. Catharines, Ont.	Vancouver, B. C.
Houston, Tex.	North Bend, Ore.	St. Cloud, Minn.	Victoria, Tex.
Huntington, L. I., N. Y.	Norwalk, Conn.	St. Joseph, Mo.	Vincennes, Ind.
Huntington, W. Va.	Norwood, O.	St. Paul, Minn.	Waco, Tex.
Hutchinson, Kan.	Oakland, Cal.	St. Petersburg, Fla.	Walla Walla, Wash.
Indianapolis, Ind.	O'Fallon, Ill.	St. Louis, Mo.	Washington, D. C.
Idaho Falls, Idaho.	Ogden, Utah.	Superior, Wis.	Waterbury, Conn.
Ilion, N. Y.	Oklahoma City, Okla.	Syracuse, N. Y.	Watertown, N. Y.
Ithaca, N. Y.	Omaha, Neb.	Tacoma, Wash.	Watertown, S. D.
Jacksonville, Fla.	Ossining, N. Y.	Tampa, Fla.	Wauchula, Fla.
Jacksonville, Tex.	Oswego, N. Y.	Teague, Tex.	Welland Canal Zone.
Jamestown, N. Y.	Ottawa, Can.	Temple, Tex.	West Frankfort, Ill.
Jasonville, Ind.	Palestine, Tex.	Terre Haute, Ind.	West Palm Beach, Fla.
Jefferson City, Mo.	Paragould, Ark.	Titusville, Fla.	White Plains, N. Y.
Joliet, Ill.	Parkersburg, W. Va.	Toronto, Can.	Whitney, Tex.
Joplin, Mo.	Parsons, Kan.	Trenton, N. J.	Wichita Falls, Tex.
Kansas City, Mo.	Passaic, N. J.	Tri-Cities—Davenport,	Wilkes-Barre, Pa.
Kenosha, Wis.	Paterson, N. J.	Ia.; Rock Island	Winnipeg, Can.
Kincaid, Ill.	Pawtucket, R. I.	and Moline, Ill.	Worcester, Mass.
Kissimmee, Fla.	Peekskill, N. Y.	Troy, N. Y.	Yonkers, N. Y.
Klamath Falls, Ore.	Peoria, Ill.		
Kokomo, Ind.	Philadelphia, Pa.		
Laconia, N. H.	Phoenix, Ariz.		
Lansing, Mich.	Pittsburgh, Pa.		
Lakeland, Fla.	Pittsfield, Mass.		
Lakeworth, Fla.	Palm Beach, Fla.		
Leadville, Colo.	Portland, Me.		
Lewiston, Idaho.	Portland, Ore.		
Lewiston, Mont.	Pottsville, Pa.		
Lexington, Ky.	Poughkeepsie, N. Y.		
Little Rock, Ark.	Pueblo, Colo.		
London, Ont., Can.	Quincy, Ill.		
Long Beach, Cal.	Racine, Wis.		
Los Angeles, Cal.	Reno, Nev.		
Louisville, Ky.	Red Banks, N. J.		
Macon, Ga.	Regina, Can.		
Marietta, O.	Richmond, Cal.		
Marquette, Mich.	Richmond, Va.		
Marshalltown, Ia.	Robstown, Tex.		
Maryville, Tenn.	Roachdale, Tex.		
Mason City, Ia.	Rochester, N. Y.		
Medicine Hat, Can.	Rockford, Ill.		
Medina, N. Y.	Rock Springs, Wyo.		
Memphis, Tenn.	Roundup, Mont.		
Mendota, Ill.	Salem, Ore.		
Miami, Ariz.	San Antonio, Tex.		
Milwaukee, Wis.	San Diego, Cal.		
Minneapolis, Minn.	Salt Lake City, Utah.		
Mobile, Ala.	San Francisco, Cal.		
Montreal, Can.	Saskatoon, Sask., Can.		
Morris, Ill.	Savannah, Ga.		
Mount Kisco, N. Y.	Schnectady, N. Y.		
Moose Jaw, Sask., Can.	Scranton, Pa.		
Mount Carmel, Ill.	Seattle, Wash.		
Mowbridge, S. D.	Sellersville, Pa.		
Mount Vernon, N. Y.	Shreveport, La.		
Newark, N. J.	Sioux City, Ia.		
Newark, O.	Smithtown, L. I.		
New Bedford, Mass.	Souderton, Pa.		
Newburgh, N. Y.	South Omaha, Neb.		
New Castle, Pa.	South Bend, Ind.		
New Canaan, Conn.	Spokane, Wash.		
New Orleans, La.	Springfield, Ill.		
Newport News, Va.	Springfield, Mass.		
Newport, R. I.	Springfield, O.		
New York City.	Stamford, Conn.		

Absconds With Funds of L. U. 1496

We are informed that Ed. L. Doner, former treasurer of L. U. 1496, Fresno, Cal., absconded with funds of the local amounting to \$200.00. Doner is about 58 years of age; is six feet tall and weighs 186 pounds. His hair is grey and he wears glasses. Information concerning his present whereabouts should be sent to Chas. Dillon, President, L. U. 1496, 2038 Fresno St., Fresno, Cal.

Some System?

A man applied for a job as a mechanic and the owner of the garage asked him if he had had any experience. "Sure thing," said the applicant. "Why, I'm the guy who used to put No. 453 on all the cars in the Ford factory." "How did you lose your job?" he was asked. "Just a little hard luck," replied the applicant. "I dropped my monkey wrench one day and by the time I stopped to pick it up I was sixteen cars behind. This made the foreman mad. He fired me and then I got mad and quit the works."—Ex.

Lend a helping hand to your officers, do not let all the burden of work fall on their shoulders.

Claims Paid



CLAIMS PAID DURING OCTOBER, 1915

Claim No.	Name of Deceased or Disabled	No. of Local Union	Length of Membership Yrs.	Mos.	Cause of Death or Disability	Amount Paid
25073	David DeMartini	22	7	3	Insanity	\$300.00
25074	Mrs. Leonora Hobbs	22	1	2	Septicæmia	50.00
25075	John R. Malmquist (Dis.)	58	9	..	Accidental injuries	400.00
25076	Mrs. Henrietta Olsen	181	10	1	Cerebral hemorrhage	75.00
25077	Mrs. Augusta Lotje	220	14	8	Valvular insufficiency	75.00
25078	John H. Swartz	293	16	2	Automobile accident	125.00
25079	O. E. Nitschke	300	7	6	Nephritis	75.00
25080	Mrs. Lettie P. Wood	302	2	5	Peritonitis	50.00
25081	Mrs. Mary I. McGrath	326	24	2	Endocarditis	75.00
25082	Mrs. Margaret Schuett	334	14	4	Cancer	75.00
25083	Mrs. Amanda Snyder	358	11	11	Acute colitis	75.00
25084	Michael Bollinbach	656	14	3	Tuberculosis	300.00
25085	Mrs. Earnstina Leach	674	12	6	Tuberculosis and gastritis	75.00
25086	Everett E. Meier	728	2	3	Septicæmia	200.00
25087	Anton Nickel	1051	5	5	Hypertropia cirrhosis of liver	300.00
25088	Mrs. Christina Olsen	1456	14	5	Tuberculosis	75.00
25089	David Bloch	1	9	6	Cerebral hemorrhage	300.00
25090	Albert Schmidke	61	15	3	Bright's disease	300.00
25091	Mrs. Laure E. Berther	103	13	11	Heart failure	75.00
25092	G. T. Medders	103	15	8	Dropsy	125.00
25093	Mrs. Mabel T. Girven	217	7	11	Typhoid fever	75.00
25094	Wm. C. Murphy	257	16	10	Pneumonia	300.00
25095	Solomon Westcott	447	13	5	Mycocarditis	125.00
25096	Antje Mausens	470	5	11	Bright's disease	75.00
25097	Thomas Dingwall	511	8	5	Accidental gun shot	300.00
25098	R. A. Lynch	526	9	2	Mitral stenosis	300.00
25099	Thomas Hickey	574	10	4	Pulmonary tuberculosis	300.00
25100	E. N. Smith	642	9	2	Endocarditis	300.00
25101	Jos. Edmond Bussiere	730	9	5	Elevator accident	300.00
25102	Mrs. Belle Hughes	19	2	7	Cancer	50.00
25103	O. T. Evans	36	15	11	Heart disease	300.00
25104	Chas. Moncrieff	48	10	6	Hodgkin's disease	300.00
25105	Mathew Mann	57	13	1	Pneumonia	125.00
25106	Sarah K. Evans	109	29	5	Cancer	75.00
25107	Michael J. Rupprecht	200	25	4	Cirrhosis of liver	300.00
25108	Mrs. Albeina Perusse	203	2	..	Suicide	50.00
25109	Richard Ackney	286	11	10	Fall from scaffold	300.00
25110	Gustave Wagner	309	20	7	Asphyxia (strangulation)	300.00
25111	James B. Smith	477	1	9	Fracture of skull	200.00
25112	George Zwingmann	577	10	11	Septicæmia	300.00
25113	Leonard Bradley	887	14	..	Cancer	300.00
25114	Mrs. Ellen Hood	1097	2	8	Sarcoma	50.00
25115	Alfred Pelletier	1210	13	8	Paralysis	125.00
25116	John Mack	1367	8	2	General paralysis of insane	300.00
25117	Mrs. Anna Billick	1528	2	11 1/2	Tuber. ulosis	50.00
25118	Samuel C. Pratt	1673	3	9	Aortic stenosis	50.00
25119	Thomas A. Zimmerman	1871	1	6	Bronche pneumonia	50.00
25120	Joseph Wangler	67	5	4	Pneumonia	75.00
25121	W. H. La Rose	1059	1	8	Endocarditis	200.00
25122	John W. Labow	31	5	1	Cancer	75.00
25123	Mrs. May Kriegsmann	181	6	6	Appendicitis	75.00
25124	Mrs. Mary Abel	355	7	9	Carcinoma of uterus	75.00
25125	Mrs. Mary E. Boone	669	6	5	Heart failure	75.00
25126	Wm. Wollenberg	1784	3	6	Blood poison	200.00
25127	Mrs. Christina Lofgren	7	9	1	Pulmonary tuberculosis	75.00
25128	Andrew Kules	11	4	..	Dilatation of heart	200.00
25129	Mrs. Amanda L. Sorensen	36	12	3 1/2	Eclampsia	75.00
25130	Fred J. Prescott	112	10	1	Cancer of stomach	300.00
25131	Mrs. Nancy Crispin	164	3	11	Pneumonia	75.00
25132	Mrs. Louise West	322	2	..	Atropine poisoning	50.00
25133	Gaspard MacDonald	847	9	4	Pneumonia	300.00
25134	Mrs. Hattie L. Kendrick	1585	5	3	Lung trouble	75.00
25135	August Althoff	5	26	..	Drowning	300.00
25136	Mrs. Margaret F. Derr	8	16	..	Heart disease	75.00
25137	George Bowie	8	8	6	Gastric hemorrhage	300.00
25138	Wm. Boeckesch	45	11	11	Septicæmia	300.00
25139	Chas. E. Lynch	55	15	7	Fracture of skull	200.00
25140	Paul E. Garski	58	12	9	Asphyxiation	300.00
25141	John W. Gibson	301	17	4	Suicide	300.00
25142	Wm. Carr	326	25	1	Fracture of skull	300.00
25143	Ernestine Miehaud	408	8	1	Cancer	75.00
25144	Anson A. Hodgskins	459	12	10	Angina pectoris	300.00
25145	Mrs. Fannie Ero	483	1	2	Paralytic ileus	50.00

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Claim No.	Name of Deceased or Disabled	No. of Local Union	Length of Membership Yrs.	Mos.	Cause of Death or Disability	Amount Paid
25146	Newton Shelton	515	16	3	Cardiac asthma	300.00
25147	Wm. S. Wade	626	12	3	Empyema and bronchitis	300.00
25148	Wm. H. Hulsart	750	23	11	Nephritis	300.00
25149	Mrs. Yvonne Dumas	825	9	6	Chronic gastritis	75.00
25150	George Cormack	916	9	6	Tuberculosis	300.00
25151	Mrs. Rufina Vazquez Ocasio	1589	3	5	Tuberculosis	50.00
25152	Wm. U. Rehrig	1721	1	8	Fracture of skull	200.00
25153	Mrs. Friedericka Guenther	1	30	1	Arterio sclerosis	75.00
25154	Wm. F. Ewert	1	9	4	Pulmonary embolism	300.00
25155	Edward Taylor	11	32	8	Anemia and old age	300.00
25156	Alfred Morgensen	22	9	2	Shock and hemorrhage	300.00
25157	John O. Johnson	42	6	..	Endocarditis	300.00
25158	Jack Stenberg	42	11	4	Broncho pneumonia	158.50
25159	R. O. Beckwith	61	2	10	Railroad accident	200.00
25160	Mrs. Anna M. Martin	61	12	2	Mitral insufficiency	75.00
25161	Thomas Boyd	62	13	7	General paralysis of insane	300.00
25162	Bernard Schluter	74	22	3	Apoplexy	125.00
25163	Mrs. Clara Peterson	80	12	6	Acute dilatation of stomach	75.00
25164	John Classen	87	14	13	Fracture of skull	300.00
25165	Henry G. Farr	90	12	1	Nephritis	300.00
25166	Dennis F. Quinn	109	6	5	Shock following fracture of right leg	300.00
25167	Albert Larson	131	13	10	Tuberculosis	300.00
25168	Martin Medicus	171	13	10	Cancer	300.00
25169	John D. McIsaac	223	11	1	Intestinal obstruction	300.00
25170	Mrs. Louise Farkas	309	6	..	Asphyxia (illuminating gas)	75.00
25171	John A. Schwanneke	329	12	10	Hemorrhage	300.00
25172	Mrs. Mary Benkema	335	3	..	Tuberculosis	75.00
25173	Mrs. Giacinta Luchine	359	14	4	Cancer	75.00
25174	Thomas Banks	374	15	3	Heart disease	125.00
25175	Richard Schrenk	375	20	11	Acute gastric enteritis	300.00
25176	Mrs. Martha Suser	375	5	..	Lobar pneumonia	75.00
25177	Mrs. Sana Peterson	451	2	..	Pulmonary phthisis	50.00
25178	Thomas Stoehr	419	12	7	Suicide	125.00
25179	W. A. Jobson	605	9	6	Cerebral hemorrhage	75.00
25180	Arthur B. Drake	628	5	4	Fracture of skull	300.00
25181	Wm. J. McClendon	872	..	11	Fracture of skull	100.00
25182	Thomas B. McDonald	924	12	4	Heart disease	100.00
25183	Joseph Munier	1824	9	2	Fracture of skull	300.00
25184	Louis Backstein	11	5	9	Fracture of skull	300.00
25185	Otto Reichhold	42	11	2	Suicide	300.00
25186	Mrs. Katie Geiss	492	15	7	Automobile accident	75.00
25187	Thorwald Larson	961	4	4	Pneumonia	200.00
25188	Geo. A. Tate	1247	9	11	Nephritis	75.00
25189	Mrs. Regina Herman	1365	2	8	Nephritis	50.00
25190	Sigwald Peterson	1367	6	2	Suicide	75.00
25191	Mrs. Barbara Lotz	1598	12	5	Sarcoma	75.00
25192	Frank W. Omensetter	1856	1	8	Broncho pneumonia	200.00
25193	Isaac L. Jewell	1943	6	1	Acute gastritis	300.00
25194	Thomas F. Keating	142	17	8	General paralysis of insane	300.00
25195	Mrs. Eva P. Murray	491	13	..	Cancer	75.00
25196	Edward Jones	13	16	4	Heart disease	182.00
25197	Mrs. Mary A. Lape	63	16	3	Paralysis	75.00
25198	Oliver Beaudry	96	21	4	Endocarditis	300.00
25199	Mrs. Barbara W. Schreck	125	9	11	Chronic pleurisy	75.00
25200	Edwin S. Brown	146	6	5	Pyelitis	75.00
25201	Edward O. Sperbeck	146	2	11	Suicide	50.00
25202	Joe Munzenrieder	153	13	3	Nephritis	300.00
25203	Andrew Peterson	181	23	3	Auto accident	300.00
25204	Moses Boxsenborn (Bal.)	291	2	8	Tuberculosis	102.25
25205	Geo. W. Clayton (Bal.)	345	13	..	Pneumonia	63.00
25206	James French	441	2	..	Tuberculosis	200.00
25207	Mrs. Hannah Meinert	461	8	2	Endocarditis	75.00
25208	Patrick Sullivan	465	11	1	Hemorrhage	300.00
25209	Mrs. Florence M. Reynolds	465	10	4	Tuberculosis	75.00
25210	Mrs. Cora Sanderson	559	5	10	Tuberculosis	75.00
25211	Mrs. Josephine Philbrick	567	11	..	Endocarditis	75.00
25212	A. Nesensohn	586	4	2	Pneumonia	50.00
25213	Theodore J. Krafft	978	2	7	Fractured skull	200.00
25214	Gilbert Billings (Dis.)	1045	13	..	Accidental injuries	400.00
25215	Mrs. Ursula Sloat	1379	5	6	Placenta previa	75.00
25216	Litman Laderhandler (Dis.)	1347	3	11	Accidental injuries	300.00
25217	Mrs. Magdalene Hess	1367	3	4	Cholecystitis	75.00
25218	Victor Breton	1468	3	5	Carcinoma	200.00
25219	Chas. A. Engstrom	87	15	5	Cerebral softening	125.00
25220	Chas. E. Darrow	1576	5	1	Typhoid fever	100.00
25221	Mrs. Elizabeth Schrampe	1	7	1	Cerebral tumor	75.00
25222	Christ J. Grauf	58	4	..	Endocarditis	50.00
25223	Eric Anderson	58	14	4	Sarcoma of groin	300.00
25224	Mrs. Emma M. Roberts	73	3	5	Heart failure	75.00
25225	Wm. S. Kephart	269	3	..	Bullet wound in brain	132.81
25236	Wm. H. Lanning	105	4	8	Fall from building	200.00
25227	Mrs. Anna M. Roeper	117	16	4	Cancer	75.00
25228	John J. Weiler	125	11	5	Edema of lungs	300.00
25229	Lattin O. Elliott	127	16	2	Fracture of spine	125.00

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Claim No.	Name of Deceased or Disabled	No. of Local Union	Length of Membership Yrs. Mos.	Cause of Death or Disability	Amount Paid
25230	Carl E. Brauer.....	183	14 ..	Apoplexy	300.00
25231	Davis J. Saunders.....	217	15 10	Angina pectoris	125.00
25232	Mrs. Annie Yakubie.....	237	3 6	Heart disease	75.00
25233	Mrs. Dorothy Hartleb.....	291	18 10	Diabetes	75.00
25234	John Popp	355	15 ..	Carcinoma	300.00
25235	Joseph Sapetka	1179	1 2	Lobar pneumonia	50.00
25236	Mrs. Bertha Abrahamson.....	464	9 3	Tuberculosis	75.00
25237	Mrs. Margaret Powers.....	476	5 1	Carcinoma	75.00
25238	Patrick T. O'Hara.....	482	26 10	Syncope from cardiac disease..	300.00
25239	Washington Stackhouse	514	9 11	Fracture of skull.....	300.00
25240	Washington L. Zimmerman	711	3 4	Tuberculosis	200.00
25241	George Courcy	1021	10 4	Tuberculosis	300.00
25242	Frank D. Vandegrift.....	8	23 ..	Suicide	300.00
25243	Thomas Reagan	64	10 6	Tuberculosis	300.00
25244	J. G. Fluher.....	184	9 ..	Lobar pneumonia	300.00
25245	John Cleary	636	12 3	Tuberculosis	300.00
25246	George Wilkinson	678	13 1	Cancer	125.00
25247	Frank Glowczwskie	1596	9 1	Cancer	300.00
25248	Henry Hoff	10	8 ..	Organic heart disease	300.00
25249	John Dickman	45	16 4	Tuberculosis	300.00
25250	B. R. McEwen.....	104	9 7	Tuberculosis	300.00
25251	Mrs. Clara Oakes	139	10 10	Tuberculosis	75.00
25252	Mrs. Sophie Kahlke.....	375	19 11	Fracture of skull.....	75.00
25253	Adolph Weiss	375	19 11	Nephritis	300.00
25254	Joseph C. Cobine.....	373	17 ..	Cancer	125.00
25255	Mrs. Barbara Gothe.....	402	1 3	Nephritis	50.00
25256	Joseph Hinkofer	440	16 1	Carcinoma of stomach	300.00
25257	Mrs. M. Christina Herron..	493	9 2	Carcinoma of intestines	75.00
25258	Antone E. Lee.....	577	5 2	Nephritis	300.00
25259	Barclay McInally	713	5 4	Valvular heart disease	75.00
25260	Peter Klein	1376	2 1	Cancer	50.00
25261	Wesney E. Brewer.....	1712	6 9	Catarrhal fever	75.00
25262	James Kirby	199	16 11	Appendicial abscess	300.00
25263	B. Lukens	359	13 8	Angina pectoris	300.00
25264	Harry J. Litzenberg.....	465	15 8	Endocarditis	300.00
25265	Mrs. Mary Fiedler.....	738	26 6	Apoplexy	75.00
25266	P. R. Lingman.....	808	6 ..	Tuberculosis	300.00
25267	Esteban Gonzalez	1283	7 3	Cardiopathy	25.00
Total					\$35,288.56

Full beneficial claims	\$27,338.56
Semi-beneficial claims	2,875.00
Wife's claims	4,275.00
Disability claims	800.00

Total \$35,288.56

DISAPPROVED CLAIMS FOR OCTOBER, 1915

Claim No.	Name of Deceased or Disabled	No. of Local Union	Length of Membership Yrs. Mos.	Cause of Disapproval	Amount Claim'd
2790	David Smith	13	6 3	6 months (suspended).....	\$165.20
2791	Mrs. Ellen Hatton.....	1456	2 9	Semi-beneficial, not entitled to wife benefit	75.00
2792	Mrs. Sarah Tannenbaum.....	147	10 1	3 months' arrears.....	75.00
2793	John King	1075	3 ..	3 months' arrears.....	50.00
2794	John W. Oxx	176	5 8	3 months' arrears.....	75.00
2795	Mrs. Etta Adams.....	1	14 6	3 months' arrears.....	75.00
2796	Otis F. Alexander.....	1172	4 9	3 months' arrears.....	200.00
2797	Mrs. Mary A. Knecht.....	406	5 4	3 months' arrears.....	75.00
2798	Chas. Proll	1493	2 10	3 months' arrears.....	200.00
2799	Bernard Hynds (Dis.).....	137	12 4	Semi-beneficial, not entitled to disability	400.00
2800	Mrs. Mary S. Kinley.....	333	4 ..	3 months' arrears.....	75.00
2801	Joel C. Tompkens (Dis.).....	122	30 8	Not totally disabled.....	400.00
2804	Carl Anderson	33	17 4	3 months' arrears.....	300.00
2807	J. Twinski (Dis.).....	1834	2 1	3 months' arrears.....	200.00
2806	J. C. Simpson.....	986	3 3	3 months' arrears.....	50.00
2808	Mrs. K. Amanda Seiwitzer..	1551	12 5	3 months' arrears.....	75.00
2809	John F. Perdue (Dis.).....	1717	14 ..	Disability not result of accidental injuries	400.00

Casual Comment



A Merry Christmas and a Prosperous New Year to all.

* * *

The spirit of commercialism may encroach upon, but can neither kill nor chill the Christmas spirit.

* * *

Even the havoc-reeking passions of war are subdued by it—they even observe a Christmas truce in the trenches.

* * *

Don't, if you can help it, be a cynic at Christmas time—try smiling. And, if you can't smile—well, just grin broadly.

* * *

May the mellow light of kindness, tolerance and sympathy glow brighter as the festive season approaches.

* * *

And remember that the years cannot take too much from us if they but leave us genially-spirited and kindly disposed toward all.

* * *

The tendency to preach is hard to overcome, especially when sentimentalizing and rhapsodizing upon Yuletide topics.

* * *

Anyway, the most hardened cynic will admit that the season of Christmas has become, in these modern days, a "truly touching" affair.

* * *

Even mother and the growing boys and girls find it so—but, as a rule, father is "touched" most of all; and gee whiz, he feels it!

* * *

Incidentally, and as a reminder, it might be well to see that the Christmas presents you purchase bear the union label whenever possible.

* * *

And don't forget to cheer the spirits of the large army of clerks and shop girls by doing your Christmas shopping early.

A glance at war-torn Europe, the nations of which are still locked in gigantic combat, makes the fact that we are citizens of the U. S. A. all the more pleasing.

* * *

Preparedness for war is all very well in a way but a little too much of it may lead us, in the long run, into a dangerous state of pugnaciousness.

* * *

And while believing that the nation should be put upon a sound defensive footing, the enormous appropriation of \$500,000,000 asked from Congress for that purpose looks much too steep.

* * *

It would not surprise us in the least if the prospect of another Christmas in the European trenches led to an inter-racial love affair ending with the refrain, "let's all go home."

* * *

After all, it is not the fighting units in the vast battle line reaching from the Baltic to the Dardanelles, but the sleek, well-fed politicians and diplomats who are responsible for the continuance of the war.

* * *

The important session of Congress which opened during the present month is of peculiar interest to the wage earners of the nation because the report of the Industrial Relations Commission will come before it.

* * *

It is to be fervently hoped that consideration of the problems growing out of the European war and the "national preparedness program" will not distract the attention of Congress from a thorough investigation of the findings of the commission.

* * *

The thirty-fifth annual convention of the American Federation of Labor held last month beyond "the snow-capped,

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golden Sierras" marked the passing of another milestone on the pathway of the wage earners to their appointed destiny.

* * *

It was the prevailing opinion among the delegates at San Francisco that the near future is sure to witness great changes in industrial affairs which are sure to affect favorably the condition of the wage earners and make for the greater advance of democracy the world over.

* * *

It was felt also that the organized labor movement will find a great work awaiting it during the reconstruction period which will set in at the close of the war. The report of the delegates who represented the U. B. at the convention will appear in the next issue of The Carpenter.

* * *

We note that the Michigan State Council held a very successful convention at Detroit during the early part of last month at which the locals throughout the state were very well represented. The reports of the council officials showed encouraging progress and a very large volume of business was transacted before adjournment. Many delegates present predicted that the coming year would prove a most successful one for the U. B. in the state.

* * *

The agitation against convict labor which is being carried on by trade unionists is achieving satisfactory results in various parts of the country. Only recently the board of trustees of the Indiana State Reformatory took over control of the foundry connected with the institution which will hereafter be operated by the state as a trade school. In the past a manufacturing company operated the plant with convict labor.

* * *

A very warm reception was tendered the delegates to the A. F. of L. convention by the trade unionists of San Francisco and surrounding districts, practically every craft holding open meetings

at which their visiting officials and brother unionists were shown sunny Californian hospitality. As regards the U. B. delegates, they were agreeably surprised at the cordiality of their reception at the hands of the brothers on the Pacific Coast.

* * *

Time, evidently, cannot wither nor custom stale the interior promptings which make many individuals enter upon the New Year with a set of brand new resolutions, and, as that period is now at hand, we hope the membership will not forget to do a little "resoluting" with regard to their obligations as trade unionists. Many would immeasurably increase their status in the labor movement by resolving to pay dues more promptly, attend meetings more regularly and give more consistent support to the principles for which trade unionism stands.

* * *

We deem it fitting to express our thanks for the expressions of sympathy which appeared in the labor papers and international union publications following the death of our late General President, Brother James Kirby. In almost every instance, extended notices of his death appeared and warm tributes were paid to his memory as an able trade union executive.

* * *

A matter worth pondering upon is the fact that it has been estimated that more than \$1,000,000 was spent in connection with the proposed constitution which the voters of the state of New York summarily rejected at the polls last month. The greater part of this sum went to pay the expenses of the basic lawmakers, but we don't find the New York newspapers growing frantic over such a fruitless expenditure of money. And yet, how they barked when the Industrial Commission spent only \$500,000 to investigate industrial unrest.

* * *

President Samuel Gompers of the A. F. of L., declared himself in favor of scientific tariff reform in a speech delivered before the Commonwealth club

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of San Francisco last month. He declared that the tariff question should be taken out of politics and placed in the hands of trained experts to be dealt with solely on approved scientific lines.

* * *

During the coming years trade unionists in every state should direct their best energies toward having enacted laws similar to that recommended in the A. F. of L. executive council's report to curb the glaring abuse of the private detective agencies which are used to harass trade unionists, foment industrial strife and furnish strike breakers and armed guards to employers during industrial disputes.

* * *

That the strike breaking activities of these so-called detective agencies have reached a point where they are a menace to the industrial peace of the nation is apparent to everybody. The "agent provocateur" of the worst days of terrorism in Russia and the treachery and cruelty of his methods differ in few respects from those of the spies, informers and gunmen in the employ of strike breaking organizations.

* * *

Organized labor does well to look to the future and give attention to the time coming when, with the end of Europe's frightful war, there shall be a decline in the wave of prosperity which has been brought about by the great demand for war supplies. Scientific tariff regulation and adequate immigration safeguards will doubtless be necessary to protect the American wage earner during that unsettled industrial period.

* * *

The bitterness engendered in the opening stages of the trial of Matthew Schmidt at Los Angeles was much accentuated by the action of the prosecution in calling a special session of the grand jury and dragging witnesses for the defense before it for a badgering and bulldozing examination. Such proceedings were in violation of the right of trial by jury in addition to being contrary to all canons of fair play and justice.

We recently received a copy of The Bulletin, a new monthly published by the New York State Industrial Commission, of which John Mitchell is chairman. It contains much interesting information regarding the industrial affairs of the state and records the activity of all the bureaus or divisions which are under the jurisdiction of the commission. Rulings and decisions of the commission and all official data connected with state industrial conditions appears in the publication.

* * *

The status of the New York State Industrial Commission and its functions are not generally known. It administers a consolidation and reorganization of the state labor department, with its various bureaus and ramifications; the workmen's compensation commission and the administration of the state fund, and the state employment bureau. Moreover, it succeeds to the powers and duties of the Industrial Board in formulating an industrial code.

* * *

We learn that the sting has been removed from the Australian arbitration law—we refer to the coercive features of that much discussed measure—thanks to the labor majority in parliament. This is a distinct boon to the organized wage earners in the faraway commonwealth. In effecting the necessary amendments, the strongest kind of opposition was met with, the Australian employers and business interests having waged a vigorous but unsuccessful battle to preserve the measure intact.

* * *

State Council President T. M. Gilmore and other Empire State members are in a happy frame of mind approaching the festive season because of the defeat of the Root constitution. Mr. Root and those others who tried to foist such an emasculated, quack nostrum upon the people are likely in the future to pay more attention to the suggestions of the wage earners when they next seek to frame a state charter.

Correspondence



A Superannuation Plan

Editor The Carpenter:

I was glad to see the communication in our September Journal entitled "The Duty of Caring for the Aged Carpenter."

It is not only a pity but a shame that whatever has been attempted in favor of our aged carpenters has always been unthoughtfully turned down, in referendum vote, by our rank and file. Nevertheless so worthy a cause should not be given up, and my advice is: Keep at it until something is carried.

Nobody will dispute the fact that the majority of workmen over 60 years of age are turned down, no matter what their trade. They can get nothing to do and are no better off than disabled members. Still they can claim no donations whatever, and in the bargain must pay more and more dues, besides three or four dollars assessment every year. Consequently, many of these old "war-horses," after raising the wages from 20 cents to 55 cents an hour as in Philadelphia, are compelled to allow their membership to lapse. Yes, even some have been driven to commit suicide.

It is therefore a duty of all brothers to study and suggest ways and means for caring for the aged carpenters. Indeed, I take the liberty to suggest putting the question of superannuation in front of everything else.

We should have a superannuation system which will cover all members over 60 years of age, and of 30 years membership. I am unable to determine how many such members we have at the present time but, taking Philadelphia as a criterion, it would be a liberal allowance to say, five per cent. Our organization of 250,000 members would not make eligible more than about 11,000 members (because some would not be 60 years old and others would not have the 30 years of membership.) That

would make probably a deficit in funds of \$12,000, which could be made up by reducing death benefits to the following scale: One year membership, \$50; two to five years, \$100; five years or more, \$200 and making disability donations \$300.

On the basis of the claims paid in the month of May, the difference would be over \$11,000, which would care for all our superannuated members, leaving enough for burial funds without running the risk of lapse.

Fraternally yours,

JOHN DE BAECKE,

Member of L. U. 238,

1222 N. 27th st., Philadelphia, Pa.

Resolutions From L. U. 106

Editor The Carpenter:

At a regular meeting of L. U. 106 of the U. B. of C. & J. of A., of Des Moines, Iowa, the following resolution was unanimously adopted:

Slogan:

"To speak of labor as being bought and sold, as if it were a commodity, is an insult."—Cummins.

As time passes, changes come to the attention of members of organized labor, but nothing in the past has equalled in importance the fact that the Republicans of Iowa have presented one of our members for president of the United States.

Knowing, as we do, his loyalty to the righteous cause of the laboring classes, and to organized labor in general, together with the noble effort he has put forth in an official way in the high office which he now holds.

Therefore, be it resolved, That L. U. 106, U. B. C. & J. of A., through our General Secretary, Brother Frank Duffy, join in asking the support of all members of organized labor, and the laboring classes throughout the United States,

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for Albert B. Cummins' nomination and election as president of our land.

Be it further resolved, That a copy of this resolution be sent to General Secretary Frank Duffy, with the request that the same be printed in "The Carpenter," and that a copy be placed in General Secretary Duffy's hands to be forwarded to Samuel Gompers, president of the A. F. of L., and that copies be sent the Des Moines Trades and Labor Assembly, and the Iowa State Federation of Labor.

E. W. Van Duyn, Fred Kemp, Fred Wetzel, Fred Widup, Guy Ives, J. C. Walker, Frank Davidson, E. C. McNeal, C. W. Robb, J. F. Gray, E. J. Burke, I. E. Lane, C. F. St. John, H. U. Keasy, T. J. Deaton, C. M. Miller, M. L. Cannett, S. O. Carter.

F. A. WETZEL,
Recording Secretary.

October 27, 1916.

Colorado State Council Resolution

Editor The Carpenter:

The following resolution was unanimously adopted at the second annual convention of the Colorado State Council of Carpenters:

Resolution

To the Colorado State Council of Carpenters:

We, your committee, recommend that our delegates to the State Council of Carpenters' Convention introduce and urge the adoption of the following:

Any member who has held continuous membership in the U. B. for twenty years, and has reached the age of 60 years, and is incapacitated to the extent of being unable to earn more than 25 per cent of the ruling wages of the district in which he works, shall be entitled to a pension of not less than \$15.00 per month.

That an "Old Age Pension Fund" be established by levying an additional assessment of five cents per capita per month. Said fund to be used exclusively for the purpose for which it is created.

That the Colorado State Council of Carpenters, through its proper officers,

at once take up this plan, urging the endorsement of this or similar resolutions by all other State Councils and by individual locals where State Councils do not exist, and through the pages of our Journal, "The Carpenter," with the aim that this matter may be thoroughly advertised and understood by all members of the U. B. prior to the 1916 convention at Fort Worth.

At a number of General Conventions of the U. B., amendments or resolutions of a similar nature were presented, but usually met the same fate that a labor law meets in Colorado, "pass the assembly with no appropriation."

While we do not believe, or even expect, that the Convention will adopt our program as presented, the intent of the resolution is to promote and promulgate the Old Age Pension Fund to the extent that at the 1916 Convention at Fort Worth some action will be taken.

We believe that a small assessment carried over a period of years will be sufficient to properly maintain a fund of this kind.

Too much credit cannot be given the Typographical Union for the magnificent Home they have maintained in this city for a number of years, each year adding more to the comforts of the old and disabled printer.

Standing at the foot of Pike's Peak, and surrounded by the most beautiful shrubbery, is the monument the printers' organization have erected, and maintains for the aged of their craft, not as charity but in gratitude for the men who held aloft the banner in the early days of their organization.

If the members of the U. B. as a whole could but have the opportunity of a visit to the Printers' Home and see the two hundred inmates spending their declining days in ease, with no stone left unturned for their every comfort, I am sure you would feel the same as we do relative to some plan of pension.

Other unions are now contemplating a move of this kind, and I do not believe as large and intelligent an organization as the United Brotherhood of Carpen-

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ters will pass by the 1916 Convention without taking some action toward a move of this kind. BERT WHITE,

Secretary-Treasurer.

Colorado State Council of Carpenters,
1636 Grant Ave., Colorado Springs.

Organized Labor and the War

(Continued From Page 11.)

confidence that the American labor movement will stand for the rights of humanity, of the workers in all of the countries, and will insist upon the paramount importance of humanity. Yet to maintain the force of our labor movement straight and unerring, has not been an easy task. There have been innumerable influences that have sought to fasten themselves upon the labor movement of this country because they recognized its power and because they desired to use it to serve their own purposes.

It has been due to the integrity, the honor and manhood of the wage earners that many efforts to embroil our country in the present international complications have failed. They have held their ideals too dear to be sacrificed to personal gain, and they have not deviated from the determination to make all forces and all conditions contribute to the progress of the labor movement which is the well-being of the wage earners. In every trade they have sought to obtain higher wages, shorter hours of work, and better working conditions. They have used their influence to secure not personal benefits, but something that would lift the labor movement upon a higher plane with greater opportunities. These efforts to use the labor movement have come in all manner of guises. They have come as humanitarian efforts; they have come as patriotic appeals; they have come as promoting the highest ideals which human beings have conceived. But the trade union movement of America has steadfastly refused to be moved from the principles upon which it has built up its present power and effectiveness. The trade union movement, the powerful militant organization in industry for the protection of the rights of the workers and

for the maintenance of industrial justice, has refused to give its sanction to any political movement in furtherance of peace at any price. While the trade union movement recognizes that peace is absolutely necessary for normal, consecutive development and progress, yet it refuses to secure this peace at the sacrifice of ideals and standards of justice. It maintains that a necessary assurance of peace is power for self-protection and readiness to maintain rights. The principles of statesmanship that hold true in the industrial world hold true in the political world.

The trade union movement holds that peace in any relationship can be secured only when justice prevails and that peace follows because men are accorded their rights and are assured opportunities for necessary progress. The trade union movement is founded upon democratic principles, therefore, it holds that people have a right to work out their own salvation according to their own ideals. In accord with this ideal it refuses to sanction any effort to interfere with others who are working out their own problems. Further, it holds that it ought to take advantage of every opportunity to plan for peace in a constructive way. At the Philadelphia Convention, the trade union movement endorsed a proposal that when the nations shall meet to determine upon conditions of peace at the conclusion of the present war, that representatives of the wage earners—the great masses of all the nations—ought to be present in order to present and insist upon conditions and declarations that shall provide for the safety and the advancement of human welfare and shall maintain human rights as of greater importance than any other consideration. The trade union movement insists that a human being is of greater importance than the product of his toil. The human being is the creator and in him lies that infinitely valuable thing — creative genius. Creative genius is the thing that civilization and the agencies of civilization ought to protect. This is the principle which the trade union movement has endorsed and which it proposes to further in all of the councils of state.

Craft Problems



Reading Drawings

(By Prof. A. Edward Rhodes.)

A large majority of carpenters want a knowledge of drawing that will enable them to read plans—some call them blueprints. It might be wise at this time to say that a blueprint is simply a photograph of the architect's original drawing. That is, he makes his drawing on a transparent paper or cloth called tracing paper or tracing cloth, as the

easily as he can read this printed page. To such a man I would ask: "How long did it take you to learn to read well enough to pick up a book or a newspaper and at a glance get the sense of a difficult paragraph.

Some years ago in my first effort (which I believe was before any other writer attempted the same thing) to tell in print how to read drawings. I made this statement: "The best way to learn how to read drawings is to make draw-

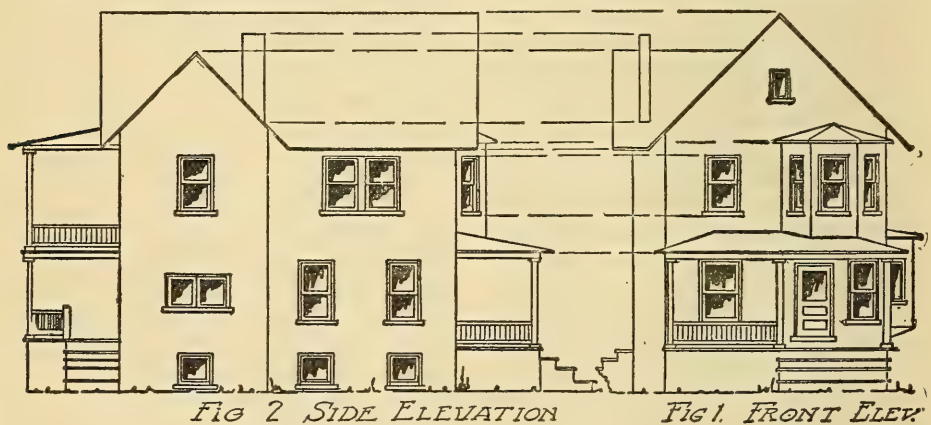


FIG 2 SIDE ELEVATION

FIG 1. FRONT ELEV

case may be. This transparent "tracing" is used as a photographic negative and is laid on a specially prepared paper and exposed to sunlight for a few minutes after which it is washed in clear water and dried.

No drafting skill is required for this process; its advantage is that it enables one to make any desired number of reproductions of a drawing at a low cost, and is more convenient on the job than a pencil or ink drawing.

Many persons have the mistaken idea that there is some short cut in learning to read drawings by means of which a man with very little or no knowledge may with, a few evenings effort, or by paying someone a stated price be able to look at a drawing and read it as

ings, either by copying drawings, or by making drawings of simple, familiar objects."

In our illustrations, Figs. 1 and 2 represent the front and side views of a small house reduced to its simplest terms, i. e., the fewest number of lines necessary to tell the story.

Fig. 3 is a floor plan showing the different walls, doors, windows, porches, etc. You will notice that all horizontal corners lying in a plain parallel with the front of the house are shown at 45 degrees. This enables a person not familiar with plans to read the drawing with less effort, but is not practical as a working drawing.

Let us compare our drawings, and we will find three steps leading to a

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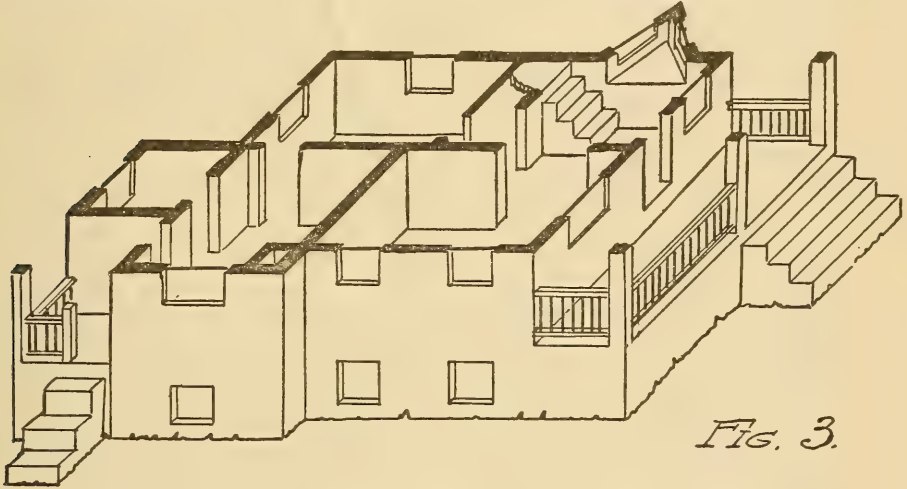
front porch. This porch has three square columns with rails and balusters. There is a roof over the front porch. The front elevation shows two windows and a door in front under the porch roof, a plain double hung window, and a bay window in front above the porch, in the front gable end there is a small window for ventilation, on the right side in the hall, the plan and front elevation show

Specifications for Lumber

(Collated by Owen B. Maginnis.)

The following details for purchasing lumber or timber are standard and can be safely followed by all in buying any qualities or quantities and are also useful for all carpenters to know and remember.

General Measurements: All lumber



First floor plan ~ Lines parallel with side of house are shown horizontal. Lines parallel with front of house are shown at 45°. Vertical lines are shown vertical

a "V" shaped bay, the bottom of which is even with the bottom of the first floor windows.

The floor of the back porch is level with the kitchen floor, therefore there will be four steps leading to the ground. There is a second-story back porch over the pantry and porch as shown.

In the front elevation the back porch steps are shown incomplete (broken away) in order that the two elevations could be shown closer together in our illustration.

Now, have you a fair idea of what the front and left side of this house is like? If so, you have read the drawing.

shall be sawn square unless otherwise specified.

The dimensions of lumber shall be taken in the rough, and the width and thickness before dressing shall be taken as the measurement of dressed timber. Lumber ordered less than one inch in thickness shall be measured as one inch thick.

In the measurement of boards of random widths fractions of over half a foot, as shown on the board rule, shall be counted up to the next higher figure; fractions of exactly one-half foot or less, as shown on the board rule, shall be counted back to the next lower figure.

Standard defects: Each of the fol-

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lowing defines one standard defect in wood.

First: one knot, one one-quarter inches in mean diameter.

Second: two knots, which do not exceed in extent or damage one knot, one and one-quarter inches in mean diameter.

Third: worm, grub, knot and rafting pin holes, not exceeding in extent or damage one knot, one and one-quarter inches in mean diameter.

Pin worm holes are very small holes caused by minute insects or worms. These holes are usually not over one-sixteenth inch in diameter, and the wood surrounding them is sound and does not show any evidence of the worm holes having any effect on the wood, other than the openings.

Spot worm hole defects are caused by minute insects or worms in the timber during its growth. The size of the hole is about the same as for instance, pin worm holes, but the surrounding wood shows a colored spot as evidence of the defect. This spot is usually sound and does not affect the strength of the pieces.

Grub holes are caused by grubs working in the wood and are usually from one-eighth to three-sixteenths inch in width and vary in length from about one to two and one-half inches.

Rafting pin holes are those which have been bored for tying the logs together when floated in rafts. If the holes have been completely filled up with wooden plugs their damage to the piece of lumber shall be considered the same as knot defects. Holes caused by ordinary metal rafting pins or chain dogs shall not be considered as defects.

Rot is any form of decay which may be detected as giving the timber a dirty dosed or rotten texture, including what is generally known as dry-rot.

Water stains, usually called scalded or burnt spots, are usually caused by timber lying in the water under certain conditions before it is sawed—and burnt spots where the timber is improperly piled green; these are not considered de-

fects, as they do not affect the strength of the pieces.

Crooked or cross-grain—is grain which crosses the piece within a section twenty-four inches long. It should not be considered a defect in large pieces where it does not materially impair the strength of the pieces.

A sound knot is one which is solid and is as hard as the wood surrounding it, and also so fixed by growth as to be immovable.

A large knot is one which is sound and over two inches in mean diameter.

A pin knot is one which is sound and not over one-half inch in diameter. Knots, if otherwise sound, containing twig holes not over three-eighths inch in diameter are not defects. The same may be said of knots having decayed surfaces not over one inch in diameter and three-eighths inch deep, and of large or branch knot, if sound and not bunched, or so frequent as to materially impair the strength of the pieces.

Ring-shakes" are openings between the annual rings usually showing only on the ends of the timber.

"Heart shakes" are those which occur in the hearts of the trees.

"Through shakes" are those which are through or connected from side to side, or edge to edge, or from side to edge.

"Round shakes" are those which follow around or are separations between the annual rings.

"Splits" are openings longitudinally in the grain. A split which does not diverge more than one inch to a foot or exceed in length in inches the surface measure of the piece in feet is not a defect. Pieces in the grades of "firsts" and "seconds" shall not contain more than two splits. Pieces in special width stock of ten inches or wider shall not contain more than one split. A straight split not exceeding six inches in length in one end of a piece of timber shall not be considered a defect.

"Bright sap": The wood next to the bark of a tree always contains sap, varying in width in different kinds of wood and in different trees of the same kind.

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When the sawn wood has been properly seasoned or cured the sap-wood dries out lighter than the rest of the wood, and on a planed surface shows bright. This is known to the trade as "bright" sap, in contradistinction to stained sap and is the true meaning of the term "bright" as used in lumber specifications. Bright sap shall not be generally considered a defect.

"Stained sap" is a discoloration of the sap wood due to improper seasoning. In measuring for dressed lumber stained sap that will surface off in dressing shall not be considered a defect.

"Season checks" are separations of the wood fibres between the annual rings. Ordinary season checks which do not damage the pieces shall not be considered defects.

"Wane" is a deficiency or lack of wood from any cause on the edge of lumber. Wane not over one-half the thickness or one-sixth the length of the piece shall not be considered a defect when it is not wider than the width, according to the thickness of the lumber, as shown in the following table:

Thickness of lumber.	Width of Wane.
$\frac{1}{2}$ to $\frac{3}{4}$ of an inch	$\frac{1}{2}$ inch
1 to 2 inches	$\frac{3}{4}$ inch
$2\frac{1}{2}$ inches or over	1 inch

The damage of wane in excess of what is allowed shall be estimated as to its equivalent to the standard defects allowed.

"Heart wood" is the core of the tree, which is generally darker in color than the rest of the wood. In what are technically known as the hard woods, the heart is generally more or less defective. Heart or other defects shall not be admitted when the extent or damage to the pieces exceeds the equivalent of the standard defects allowed.

Equivalent defects are those not enumerated as standard which do not damage the pieces more than the standard defects allowed and shall be used in lieu of those standard.

"Clear face," this term applies only to the description of the cutting and means having one face clear and the reverse face sound, unless otherwise stated. The clear face of cutting shall be determined from the poor side of each piece.

Cutting: This term means both cross-cutting and ripping.

Dressing: Pieces shall be dressed on the number of sides and edges as called for in the orders, requisitions or schedules.

The allowances made for dressing are as follows:

For dressing two faces according to the following table:

Rough stock, 3-8 inch, 1-2 inch, 5-8 inch, 1 inch, 1 1-4 inches, 1 1-2 inches, 2 1-2 inches 3 to 4 inches. Dressed, 3-16 inch, 5-16 inch, 7-16 inch, 13-16 inch, 1 3-32 inches, 1 11-32 inches, 1 3-4 inches, 2 1-4 inches, 2 3-4 inches and 3 3-4 inches.

In North Carolina yellow or pitch pine wood, the following conditions prevail and must be watched.

A pitch streak is a well defined accumulation of pitch or gum at one point in any piece. A standard pitch streak is equivalent to not over one-sixth the width and one-third the length of the piece. A small pitch streak is equivalent to not over one-twelfth the width, and one-sixth the length of the piece.

Pitch pockets are openings between the grain of the wood and may contain pitch or bark or both.

A small pitch pocket is not over one-eighths of an inch wide.

"Red Heart" is the core of the tree, which is generally red in color, and always more or less defective.

Firm Red Heart is red heart which is not soft and contrarywise with soft.

How to Measure for Wainscoting

Section No. 1. See plan of room herewith. Starting at cross, in upper left hand corner, and measuring from corner to edge of casing is 3 feet no inches. This space requires four stiles 3 inches wide, and three panels 8 inches wide.

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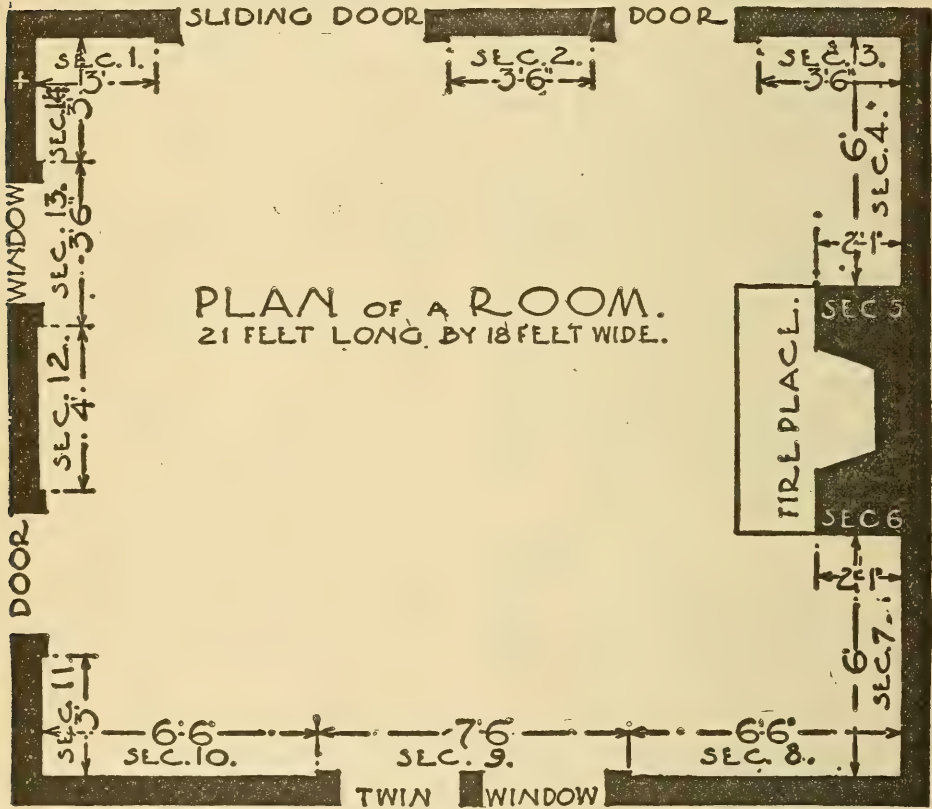
Section No. 2. From outside edge of casing to outside edge of casing is 3 feet, 6 inches. This space requires four stiles 3 inches wide, and three panels 10 inches wide.

Section No. 3. From outside edge of casing to corner is 3 feet, 6 inches. This space requires same as Section No. 2.

Section No. 4. From corner to chim-

This space requires six stiles 3 inches wide, and five panels 12 inches wide.

Section No. 9. Is under twin window. From outside edge of casing to outside edge of casing is 7 feet, 6 inches. The height from the floor to top of window stool is 22 inches. This space requires three stiles 3 inches wide, and four panels 21 inches by 9 inches.



ney is 6 feet no inches. This space requires six stiles 3 inches wide, and five panels 11 inches wide.

Section No. 5. From wall to edge of chimney is 2 feet, 1 inch. This space requires three stiles 3 inches wide, and two panels 8 inches wide.

Section No. 6. Same as Section No. 5.

Section No. 7. Same as Section No. 4.

Section No. 8. From corner to outside edge of casing is 6 feet, 6 inches.

Section No. 10. Same as Section No. 8.

Section No. 11. Same as Section No. 1.

Section No. 12. From outside edge of casing to outside edge of casing is 4 feet no inches. This space requires four stiles 3 inches wide, and three panels 12 inches wide.

Section No. 13. Is under window. From outside edge of casing to outside edge of casing is 3 feet, 6 inches. The height from the floor to top of window

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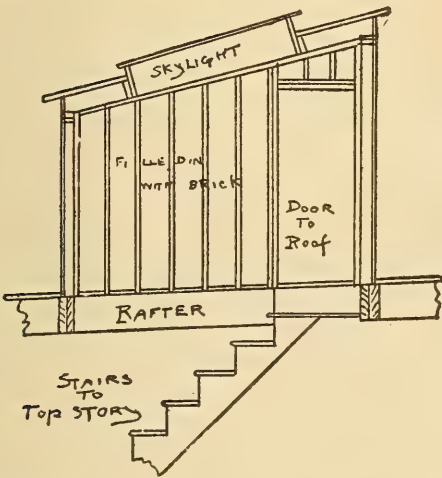
stool is 22 inches. This space requires one stile 3 inches wide, and two panels 20 inches by 9 inches.

Section No. 14. Same as Section No. 1.

How to Build Skylights

(By Owen B. Maginnis.)

As it seems to be the prevailing idea to give information of every-day carpentry practice, which may be learned as one goes along, the writer has decided to take up, consider and analyze those jobs or problems which are more or less unusual, yet likely to come within the



scope of the advanced carpenter and builder.

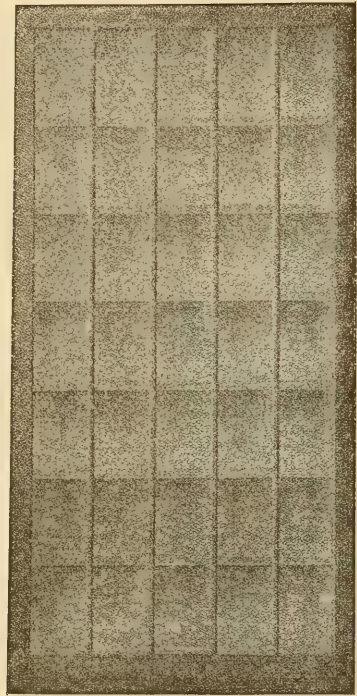
"Skylights," defined in Webster's dictionary as "windows in roofs or ceilings to admit light from above" are details of building construction very little mentioned in standard books and differ from domes, in being flat and of square or oblong shape, while the latter are polygonal, circular or elliptic and vaulted.

They are placed sloping so as to drain off the rain and snow water on any pitch to properly secure this purpose from 60 to 80 degrees and made of either wood or iron, according to the nature of the building on which they are placed.

They are employed to illuminate inside courts, halls, rooms, passages or

dark interiors which otherwise could not be lighted by vertical windows, and for better lighting such as for armories, studios, factories and similar buildings where the very best, namely the light from the north, cannot be obtained in any other way.

Generally they are part of the original plan, and again they may be introduced after the buildings are completed or oc-



cupied, according to the requirements of the tenants or owners.

They also not alone penetrate roofs but frequently convey light through one or more floors to another floor or room underneath and it is the proper way to do this which is the theme of this article.

In the sketch, Fig. 1, will be seen a simple example of a skylight, cut through a one-story flat-roofed frame house with its necessary "bell cast" or flared sides, frame, etc. Reference to the lettering will show.

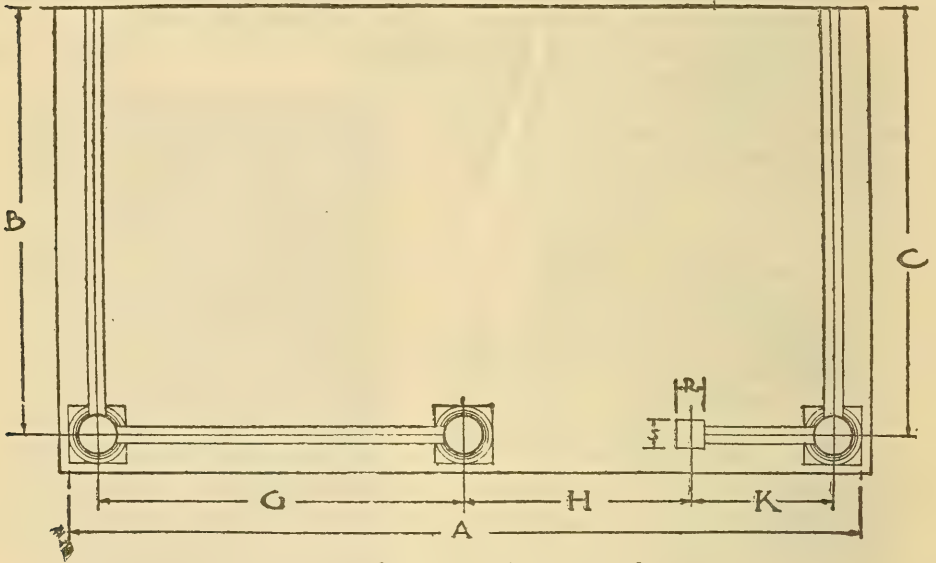
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How to Order

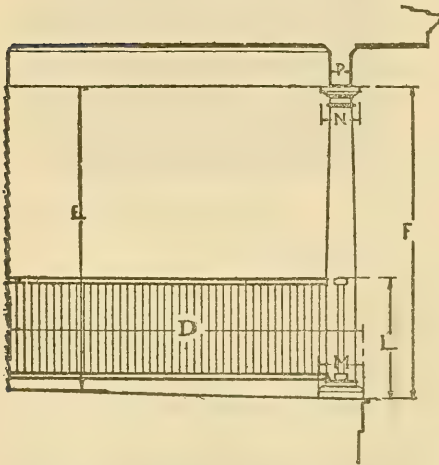
Make a rough sketch similar to floor plan shown on this page indicating house lines and number of columns and posts as well as entrance to porch. Give width of porch from face of house line to center of column. Give length of porch from center to center of end

in different sections and for this reason it is advisable to give the height from floor to boxing at both house line and outside of porch as indicated by lines "E" and "F" in cross section.

As further check on measurements it is advisable to give distance from center to center of each column or post



Floor Plan of Porch (see "How to Order")



column, also indicate the size of the square members of the base and cap of columns. Give height from floor to top of porch rail so that cross rail can be placed at proper height.

The slant or pitch of porches varies

as indicated by lines "G," "H" and "K" on floor plan.

If the different porch sections are desired rabbeted at joints order must so state, as extra allowance must be made for the rabbets.

How to Lay a Hardwood Floor

In view of the fact that hardwood flooring is thoroughly kiln dried, great care should be exercised in seeing that the building in which it is to be laid is thoroughly dry. The surface on which the flooring is to be laid should be smooth and perfectly clean. The 13-16 inch flooring should be laid with an eight-penny casing nail or flooring brad, and the 3/8-inch flooring with 1 1/4 inch No. 15 finishing brad. Particular attention should be given the driving up of the flooring, and we would suggest that a small piece of flooring be used to do this, as hammering on the lip or tongue

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will batter it and make a perfect joint practically impossible.

Oak flooring should be scraped and thoroughly sand-papered until it is perfectly smooth, and the best results along this line are obtained by starting in one corner of your room and moving diagonally across the floor to the opposite corner at the other end. This scraping and sand papering can be done entirely by hand, or any one of the numerous floor scrapers can be used, which is an immense labor saving proposition and does a perfect job.

Woods and Their Natures

(By Owen B. Maginnis.)

White Pine: this is a very soft, light wood with a close, straight grain. It is easily worked and of fairly good strength, and nails without splitting. The heart wood is cream white and the sap wood a little lighter in color. It has been one of the most important and commonly known woods used.

On account of its common usage and waste, however, it has become very scarce, and consequently very expensive. Unless absolutely necessary, the higher grades should not be ordered for construction or repair work. It is specified in eleven grades, viz: Uppers, selects, fine, commons, No. 1 cuts, dressing, shelving, No. 1 hard, No. 2 barn, No. 3 barn, box, and No. 1 molding strips.

"Uppers" is the highest and best grade of white pine and should be ordered for only pattern and bench work, fine cabinet work, and so forth.

Selects, fine, common and No. 1 cuts are of a grade supposed to work clear and should be called for as for "uppers," viz: only for special work. Dressing and shelving are recommended for book cases, shelves, cabinets, etc.

No 1, barn is a very good, servicable and strong grade and can be used for almost any purpose where a natural wood finish is not needed. The red knots do not weaken the boards and the grade is recommended for any first-class work which is to be painted such as in-

side or outside trim, partition work, closets, etc.

No. 2, Barn is very slightly inferior to No. 1 Barn. Of course, it has large red knots, but they will all work smooth and sound. They do not weaken the work for most purposes to which white pine is put. This grade is recommended for any ordinary work, such as trim, etc., outside office buildings, reviewing stands, closets, fencing, shelving, large doors, tool boxes, tool houses, general repairs, etc.

No. 3, Barn is good quality for rough work, such as tool houses, outbuildings, etc. If well painted, this material will serve the purpose for this class of work as well as uppers.

Box is a good grade for making light serviceable boxes and can also be used for any rough work, such as sheathing roof boards and so forth.

Spruce: a wood soft like white pine, but stiffer. It is stronger and a little coarser. The heartwood is light yellow and the sapwood very similar in color. Spruce makes good useful timber for rough construction, as follows: Framing for buildings, such as beams, studs, plates, joists, rafters, sheathing and roofing, furring strips, rough flooring, scaffolding, etc. Bridges, back stops, barricades, bridge planks, bracing, boardwalks, carriage rims, culverts, coal bins, grain boxes, dumps, shanties, fence rails, fence boards, gangway flooring, ferry approaches, foundation planks, kicking stalls, concrete forms, road rollers, shoring, framing for reviewing stands, etc. The merchantable or middle grade is suitable for all or in fact every other purpose.

Hemlock is somewhat similar to Spruce in appearance, but is much inferior in strength, likely to be shaky, splits and warps easily and is not much use except for temporary or cheap work and should never be used for scaffolding of dependent work.

Fir is also like Spruce in appearance. The heartwood is a very light brown, approaching white and the sapwood is scarcely visible. Fir can be used for interior finish and the same uses as

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Spruce. Some of it, such as Douglas fir, is now substituted for white pine, but it is likely to check when exposed and is not good for outside finish, as it warps too much.

Long leaf yellow pine is a very good strong wood, with a heavy coarse grain of compact structure and more or less resinous. The sapwood is yellowish white, heartwood an orange brown. It seasons rapidly without injury, works well and is never too hard to nail, is durable and when well seasoned is not subject to the attacks of boring insects. The heavier the wood the darker, stronger and harder it is and it is recommended for all work where durability and strength are essential such as girders, posts, joists, trusses, purlins, stringers, struts, columns, rafters, piles, sheet-piles, dock timbers, planks, bridge work trestles, etc.

The standard grade is fit for rough construction where finish and looks don't matter.

The merchantable grade is fit for nearly all ordinary work and is more generally used.

The prime grade can be used for best work where both appearance and strength count. Long leaf yellow pine flooring is fine under constant wear, as in halls, runways, passageways, corridors, etc.

(To be Continued.)

Indiana State Council

The Indiana State Council of the U. B., held a successful convention at Gary, Ind., October 1 and 2, which was attended by the following delegates who represented various locals throughout the state:

L. U. 985, Walter Good, L. U. 985, I. O. Guyton, L. U. 985, C. F. Forbeck, L. U. 90, James L. Tate, L. U. 90, Fred Ulsas, L. U. 90, W. C. Shrode, L. U. 734, Chas. Coombs, L. U. 734, W. E. Armstrong, L. U. 1110, John M. Strupp, L. U. 1110, Jas. I. Day, L. U. 75, O. G. Smock, L. U. 75, Geo. Hughes, L. U. 75, W. H. Miller, L. U. 75, W. F. Wilson,

L. U. 75, S. P. Meadows, L. U. 232, C. E. Krider, L. U. 670, James L. Tate, L. U. 592, W. H. Danford, L. U. 1317, H. C. West, L. U. 1317, Emil Anderson, L. U. 599, Everett Little, L. U. 599, L. P. Huston, L. U. 599, Jas. Bratibas, L. U. 1114, Ed. R. George, L. U. 1636, Edson Moore, L. U. 1636, Harvey Day, L. U. 1380, John Jones.

In addition, the Marion County D. C. was represented by George B. Kinney and George Ivy; Lake County D. C. by W. C. Hunter and H. C. West, and Mrs. Josephine M. Stoddard was present as fraternal delegate from the Ladies' Auxiliary.

The opening of the convention was marked by addresses delivered by Mayor Johnson of Gary, W. C. Hunter, president of the Lake County D. C., and W. F. Wilson, of the State Council. Edgar Perkins, a well-known trade unionist and chairman of the Industrial Board of Indiana explained the compensation and liability laws of the state and others affecting organized labor which were passed by the recent legislature. J. J. Walsh, state building inspector, explained the state building laws and recommended that the convention adopt a standard of scaffolding for carpenters and provide adherence to that standard. He also referred to the compensation law.

State Council Secretary James L. Tate, submitted a report for the year ending September 30, which showed that while at the second annual convention only seven locals and two District Councils were affiliated, the number had now risen to twenty-seven locals and two District Councils. His report also showed that while the State Council was handicapped for lack of funds, nevertheless it had been able to obtain results beneficial to the organization in the state during the past year.

State President Wilson's report dealt largely with the efforts that had been made during the year to bring all the Indiana locals into affiliation with the State Council. The reasons he enumerated for a 100 per cent organization of the

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union carpenters of the state were: better organization of the men of the craft, better organization of the men employed in mills, factories and shops; promoting the union label; co-operation with the G. O., in organizing work and conducting trade movements; agitation for an adequate employers' liability and compensation law; the enforcement of an 8-hour day on government, municipal, public and private work; the establishment of a defense fund; industrial education, the enactment of laws of interest to the workers and so forth. President Wilson expressed himself gratified at the progress made and said more than seventy-five per cent of the Indiana membership was now enrolled.

The report also referred to the work of the committee on legislation and its activities at the last session of the legislature; the status of the metal trim controversy, and the report of the Marion County D. C. on industrial training. Supplementing the president's reference to the latter, Dr. Book, industrial education deputy for the state of Indiana, appeared and discussed the work the state is doing in that direction.

Among the resolutions adopted was one endorsing the Colorado State Council resolution favoring an old age pension. Other resolutions favored the organization of Ladies' Auxiliaries and the printing as a public government document of the report and testimony of the Industrial Relations Commission.

The executive officers of the Council for the ensuing year are W. F. Wilson, state president; James L. Tate, secretary-treasurer.

Michigan State Council

The second annual convention of the Michigan State Council of Carpenters was held at Detroit, Mich., October 21, 22, and 23, in the Federation of Labor Hall in that city. The proceedings were called to order by President Weslie Lamphere, L. U. 19, Detroit, who welcomed the delegates and introduced Vice-President David Jones, of the Detroit Federation of Labor, who extended

greetings of all Detroit trades unionists.

General Organizer William McFarlane, who was present, spoke briefly upon the work of the State Councils of the U. B., and the beneficent effect they had upon the organization in many states. He also referred to the untimely death of General President Kirby and urged his hearers to give his successor, Brother Hutcheson, all the assistance possible.

Brother Plambeck, president of the State Council, was then called to the chair and opened the regular business, naming the various committees. Upon the report of the credentials committee, the following delegates were seated:

L. U. 1373, Flint, Geo. H. Robinson; L. U. 19, Detroit, Geo. Alexander; L. U. 19, Detroit, Asa Parks, L. U. 651, Jackson, J. E. Whittaker; L. U. 100, Muskegon, Chas. Thompson; L. U. 116, Bay City, Wm. B. Gust; Tri-City District Council, E. G. Gates; L. U. 674, Mt. Clemens, M. M. Snay; L. U. 512, Ann Arbor, B. F. Savery; L. U. 1369, Grand Rapids, Garritt Verberg; L. U. 335, Grand Rapids, Arthur W. Johnson; L. U. 1330, Grand Rapids, S. G. Beattie, L. U. 535, Cadillac, F. Shuberg; L. U. 1449, Lansing, James J. Gill; L. U. 334, Saginaw, John C. Milne; L. U. 334, Saginaw, E. W. Secord; L. U. 334, Saginaw, F. C. Plambeck; L. U. 19, Detroit, D. E. Reukauf; L. U. 1551, Three Rivers, A. Hahn.

An interesting address was delivered on the afternoon of the first day's session by Secretary Richard L. Drake, of the Michigan Federation of Labor, who said that the carpenters of the state were working along right lines in establishing a State Council which could be of incalculable benefit to the craft. He urged them, however, not to lose sight of the importance of the State Federation of Labor and its activities, particularly with regard to state legislation.

He referred to the attempts made at the last legislature to have the Michigan compensation law amended which failed owing to the opposition of representatives unfriendly to labor. He said that Ohio, New York, Wisconsin and Mass-

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achusetts are ahead of Michigan, both in the amount of benefits paid and in the liberal interpretative features of the law. The subject of closer affiliation among crafts engaged in the same general industry was another matter discussed by the speaker who predicted that progress along that line would be more rapid in the future.

The following communication from the late General President Kirby, which was written shortly before his death, was read to the delegates and ordered spread on the minutes:

Michigan State Council of Carpenters:

Your kind invitation to attend the second annual convention of your State Council to be held October 21, 22, and 23, has been received.

I cannot say at this time whether or not I can be in attendance at your sessions, but I can assure you nothing would give me greater pleasure than to be with you during your deliberations. However, should I be unable to attend, you can depend upon it that the General Office will be represented barring unforeseen incidents.

With best wishes for success, I remain,

Fraternally yours,

JAMES KIRBY,
General President.

A motion was also adopted to prepare suitable resolutions on the death of Brother Kirby, a copy to be sent to the family and another spread on the minutes.

Secretary-Treasurer Whittaker submitted a report showing the financial condition of the council and outlining his official activities during the past year. There were now twenty-five locals affiliated, he said, but the various locals had decreased in membership to quite an extent during the last seven months, due to the members leaving the state, owing to scarcity of work. On account of conditions in the trade he had been lenient in suspending locals owing six months per capita, believing that that course would ultimately be for the best. He also said that he had found the existing agreement between the U. B. and the bricklayers a cause of some misunderstanding and that it did not seem to be such an aid to the craft as he had hoped it would prove.

An interesting feature of the convention was the reports of the delegates regarding conditions in their districts

which, on the whole, showed admirable progress considering the state of trade in general during the year. Bay City was reported 85 per cent organized and conditions improving. Conditions in Flint were termed poor, but it was also said that there was lots of work and not enough union carpenters. Ann Arbor doubled its membership in the last year and had work for all, while Mount Clements reported being about 75 per cent organized. An improvement in conditions was noted at Grand Rapids with all the members working, carpenters running a union shop and mill conditions improving with a good chance available during the winter to build up the organization.

Cadillac was said to be over 60 per cent organized with the members "holding their own," while Lansing had all men working and conditions more promising than at the last convention. Three Rivers held the membership together during a dull season, was about 75 per cent organized and controlled, practically all of the good work being done. Saginaw was reported 85 or 90 per cent organized with all contractors fair; and in Jackson about 60 or 65 per cent of carpenters were union men with conditions about the same as last year. A decided improvement and more favorable conditions generally was the report from Detroit.

At the second day's session the following officers were elected for the ensuing year: President, Garritt Verberg, Grand Rapids; Vice-President, George Alexander, Detroit; Secretary-Treasurer, J. E. Whittaker, Jackson, Mich. Brothers W. B. Gust of Bay City and James J. Gill of Lansing were chosen members of the state executive board, and Flint was selected as the place for the next convention. Before adjournment the delegates discussed ways and means to systematize the work of the state body so that the State Council could become better acquainted with the activities of the various locals and that the work of future conventions could be carried on with greater intelligence and dispatch.

News Notes from Local Unions



Menomonie, Wis., L. U. 68.—Owing to dull conditions prevailing in the trade in this vicinity, traveling carpenters are asked to stay away from Menomonie. Prospects for work this winter are not encouraging. Clarence Burgett, R. S.

Ardmore, Okla., L. U. 1028.—This local has issued another notice warning all outside carpenters to stay away, owing to dull conditions. The circular says the town is overrun with men from other parts of the country seeking work and bears the signature of Business Agent I. L. Adair.

Salem, Mass.—The North Shore D. C. of Salem and vicinity notifies the membership that the work of rebuilding Salem since the great fire has fallen off to a large extent in recent months and that owing to the great influx of carpenters, there are now a great many unemployed and numbers working but a small portion of the time. There is little prospect of much work starting in the immediate future and present indications are that many carpenters will be out of employment in Salem during the winter.

Springfield, O., L. U. 660.—The members of this L. U. are desirous of bringing to the attention of the membership the fact that Messrs. Ansted & Burke, manufacturers of the "Golden Fleece" and "William Tell" brands of flour, have shown themselves unfriendly toward organized labor and have persisted in this course notwithstanding all efforts made by Springfield trade unionists to have them alter their policy. Owen Beatty, R. S., L. U. 660.

Washington, D. C. Anniversary Banquet

The tenth anniversary of the combination of all five Washington, D. C. local unions of the U. B., was signaled last month with a banquet under the auspices

of L. U. 132, in the Washington Typographical Temple, which was one of the most successful affairs of the kind ever held by the trades unionists in the District of Columbia. Brother George Myers, chairman of the arrangements committee, acted as toastmaster and the principal speakers during the evening were Assistant Secretary of Labor Louis F. Post and President John H. Ferguson of the State Federation of Labor. Mr. Post spoke of the relations existing between the Department of Labor and the trade unions and advocated closer cooperation. During the evening, Brother Gabriel Edmonston, the First General President of the U. B., delivered an interesting address, telling of the changes that have taken place in the craft since the organization of the U. B. in 1881. Present at the banquet from Baltimore, Md., were Joseph E. Tomkins, Frank G. Simmons and Clinton S. Hancock. It was remarked during the evening that Business Agent Simmons was one of the oldest trade unionists present in point of membership, as he first joined the carpenters' organization in Chicago in 1872.

L. U. 97, of New Britain, Conn., Holds Fair

The Grand Fair held on the nights of October 18, 19, and 20, by L. U. 97, of New Britain, Conn., proved a great success from both a social and financial standpoint the members, their families and friends, enjoying themselves to the full from the time Mayor George Quigley opened the proceedings, with an appropriate address, until Chairman Curtis declared the fair closed far into the night on October 20. The neighboring locals and their membership contributed much to the success of the fair, especial thanks being due the members of L. U. 43 of Hartford. The highest prize amounting to \$100.00 was won by L. U.

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757 of South Manchester; John Larkin of Meridian won a prize of \$25.00, and L. U. 115 of Bridgeport, \$10.00. Among the special prizes awarded were: Carving set, John Mack; rocking chair, Wm. Vigneau; electric flat iron, Louis Porter; set of saws and levels, John Culvert; \$5.00 Gold Piece, Wm. Olevine; set of saws, M. J. Kenney. Mayor Quigley, who opened the fair, is a real estate man who has built a number of houses in New Britain and whose slogan is: "The union shop and the paid-up work card."

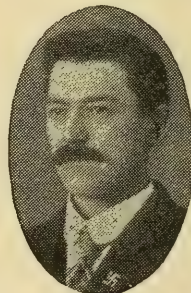
Franklin, Pa., Holds Anniversary Celebration

The fifteenth anniversary of L. U. 682 of Franklin, Pa., occurred on October 15, 1915, and was marked with a most enjoyable banquet given in the Moose Hall. The affair was the largest and most successful ever given by the Franklin carpenters, there being more than one hundred members and visitors present, including some of the officers of the Oil City local. The guests were seated at three long tables and speedily did justice to the appetizing viands prepared for them. Afterwards President James Harrah announced a program in which speeches and musical numbers figured. Brother Harrah, in his address, referred to the strides made by the U. B. as an international organization, and also traced the measure of success gained locally by the carpenters of Franklin since they were organized. L. U. 682 now embraced 93 per cent of the carpenters of Franklin, he said. Among the other speakers were J. D. Helmer, H. S. Wesser and J. F. Leyda of Oil City.

Information Wanted

John Coull of 10 Kimberly Ave., East Haven, Conn., would be glad to learn the present address or get any information of Alex Ceull, a union carpenter, who left New Haven a few years ago and afterward worked in Salt Lake City and in New Mexico. When last heard from about eighteen months ago he was in the vicinity of Vancouver.

This is a photo of Charles Ruthenback, a member of the U. B., who has been missing from his home in Whiteville, Tenn., for several months. Any



particulars regarding his present whereabouts will be thankfully received by his wife, Mrs. Charles Ruthenback, Whiteville, Tenn.

Mr. Kenyon Killbourn, of Blossburg, Tioga County, Pennsylvania, is desirous of locating a friend named W. E. Fulkerson, who was formerly a member of L. U. 142, of Pittsburgh, Pa., and who left that local on clearance, October 12, 1912. Fulkerson is a man of about 53 years of age, about five feet, nine inches in height, and weighs about 200 pounds, or did, at least, three years ago. His eyes are hazel in color and he wore a heavy brown moustache. He is wanted regarding the settlement of affairs at his old home.

Information is wanted concerning the whereabouts of Eudore Cadorette, a carpenter, formerly a member of L. U. 1287 of New Bedford, Mass. About the year 1910, he was known to be working in New York State. Any information concerning him will be gratefully received by his brother, A. Cadorette, 901 Brock Ave., New Bedford, Mass., or same may be sent through W. Nelson, financial secretary of L. U. 1287.

Through the medium of the trade union, wage earner and employer meet on an equal footing.

The workers want a larger share of the fruits of their industry.

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Criticising the Carpenter

It started with trucculent, Luke Mc-Luke, of the Cincinnati Enquirer, who had to have his little joke on the carpenter, with the following:

"My, but the carpenter is slow,
With him my patience fails;
He even stops his work to go
And manicure his nails."

A literary New Englander on the staff of the Boston Transcript, taking Luke for his model, later seized upon the idea, and added:

"For getting things done in a rush
He does not care a straw;
He'll lay his work aside to brush
The teeth upon the saw."

From Boston to Alabama it later winged its way, and there the humorous poet of the Birmingham Age-Herald found in the hard working carpenter, copy for two more verses, to-wit:

"For laziness there cannot be
The equal of this lad's;
His work's neglected now while he
Sits there and reads his adz.

Such laziness in one man stored
Is trying, I'll admit;
If there's a hole already bored
He will not work a bit."

But it remained for the Memphis Commercial Appeal to champion the cause of the down-trodden, and, when the foregoing strains floated across the cotton fields, its versifier was impelled to re-monstrate in the following fashion:

"In spite of all you say, my friends,
Of good he has his share;
For he brings things to a level, and
His rule is always square."

That settled it so far as the newspapers were concerned, but the editor of The Carpenter still appeared to think something had been left unsaid, and therefore added:

You'll pardon, if "yours truly" adz
The finish, trim and brace—
He's got to have the union "scads"
To keep him in the race.

The success of an organization depends in large measure on the co-operation and help of the individual member.

United Brotherhood of Carpenters State Councils

Colorado—President, F. H. Knollman, 1325 W. Alameda ave., Denver, Colo.; secretary-treasurer, Bert White, 1636 Grant ave., Colorado Springs, Colo.

Connecticut—President, Wm. J. Sullivan, 147 Clay st., New Haven, Conn., secretary, Geo. Chandler, 123 Greenwich ave., Greenwich.

Florida—President, Robt. M. Marshall, Lakeland, Fla.; secretary-treasurer, Frank A. Mullan Box 599, Tampa, Fla.

Georgia—President, F. A. Morton, Waycross, Ga.; secretary-treasurer, G. Elmgren, Box 251, Savannah, Ga.

Indiana—President, W. F. Wilson, 401 E. Southern ave., Indianapolis, Ind.; secretary, James L. Tate, 1009 Extension Main st. Evansville, Ind.

Iowa—President, C. L. Beck, 400 B ave., West Cedar Rapids, Iowa; secretary-treasurer, W. B. James, 609 North Fifth st., Cedar Rapids, Ia.

Louisiana—President, G. W. Moore, New Orleans, La.; secretary-treasurer John C. Moore, Shreveport, La.

Maryland and District of Columbia—President, Jos. E. Wontisseth, 27 N. Mount st., Baltimore, Md.; secretary, Fred C. Zink, 1825 N. Payson st., Baltimore, Md.

Massachusetts—President, W. H. Walsh, 178 Washington st. Brookline, Mass.; secretary, P. Provost, Jr., 75 Bond st., Holyoke, Mass.

Michigan—President, F. C. Plambeck, 1101 N. 8th st., Saginaw; secretary-treasurer, J. E. Whittaker, 1317 W. High st., Jackson, Mich.

New Jersey—President Samuel Botterill, 118 Main st. E. Orange, N. J.; secretary, John R. Burgess, 452 Hoboken ave., Jersey City,

New York—President T. Gilmore, 21 Beaver Block, Albany, N. Y.; secretary, Chas. Flesler, 405 E. 88th st., New York City.

Ohio—President, John H. Potts, 646 Mellish ave., Cincinnati, O.; secretary-treasurer, John W. Beam 1007 Summit st., Toledo, O.

Oklahoma—President, W. T. Maxwell, secretary-treasurer, D. N. Ferguson, 801 E. Broadway, Ardmore, Okla.

Ontario Provincial Council—President, M. Bell, 29 Alymer st., Windsor, Ont.; secretary-treasurer, Tenison Jackson, 529 Pape ave., Toronto Ont., Can.

Pennsylvania—President, D. A. Post, 416 S. Main st., Wilkes-Barre; secretary-treasurer, J. A. Ryan, 1712 S. 18th st., Philadelphia.

Quebec Provincial Council—President, Arthur Martel, 1399 St. Denis st., Montreal, Can., secretary-treasurer, O. Proulx, 301 St. Dominique st. Montreal, Can.

Rhode Island—President, A. M. Aldrich, 78 Crescent Road; Pawtucket, R. I.; secretary, Thomas F. Shea, 42 Waldo st.

Texas—President, W. B. McNeely, Box 320, Dallas, Tex.; secretary, J. E. Proctor, 833 Columbia st., Houston, Texas.

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RESOLUTIONS OF SYMPATHY RECEIVED

In the November issue of *The Carpenter* we published a large number of messages of condolence and resolutions from trade union officials and central, state and local bodies expressing sympathy with regard to the lamented death of General President James Kirby. Since then many more have reached the General Office and as it would be manifestly impossible to publish all of them in full, we take the opportunity of thanking all who sent such messages on behalf of the General Officers and the members of the Kirby family.

Messages and resolutions, not published in the last issue, were received from the Colorado State Council, the Texas State Council, the Fresno, Cal. Building Trades Council and the Ladies' Auxiliary (U. B.) Fort Worth, Tex.

From the District Councils of Boston, Mass., Cincinnati, Ohio, Cleveland, Ohio, Dayton, Ohio, Denver, Colo., Elizabeth, N. J., Grand Rapids, Mich., Hudson County, N. J., Kansas City, Mo., Lake County, Ind., Lynn, Mass., Memphis, Tenn., Milwaukee, Wis., Montreal, Can., New Orleans, La., New York, N. Y., Newton, Mass., Philadelphia, Pa., Pittsburgh, Pa., Providence, R. I., San Francisco, Cal., Seattle, Wash., St. Louis, Mo., St. Paul, Minn., Middleboro, Mass., Wilkes-Barre, Pa.

From the following local unions: L. U. 5, St. Louis, Mo., L. U. 8, Philadelphia, Pa., L. U. 21, Chicago, Ill., L. U. 22, San Francisco, Cal., L. U. 25, Toledo, Ohio, L. U. 29, Baltimore, Md., L. U. 42, San Francisco, Cal., L. U. 43, Hartford, Conn., L. U. 53, White Plains, N. Y., L. U. 61, Kansas City, Mo., L. U. 64, Louisville, Ky., L. U. 65, Perth Amboy, N. J., L. U. 87, St. Paul, Minn., L. U. 93, Ottawa, Can., L. U. 98, Spokane, Wash., L. U. 106, Des Moines, Iowa, L. U. 112, Butte, Mont., L. U. 133, Terre Haute, Ind., L. U. 134, Montreal, Quebec, L. U. 138, New York, N. Y., L. U. 155, Plainfield, N. J., L. U. 161, Kenosha, Wis., L. U. 165, Pittsburg, Pa., L. U. 167, Elizabeth, N. J., L. U. 168, Kansas City, Mo.,

L. U. 169, E. St. Louis, Ill., L. U. 182, Cleveland, Ohio, L. U. 199, Chicago, Ill., L. U. 208, Ft. Worth, Texas, L. U. 261, Scranton, Pa., L. U. 269, Danville, Ill., L. U. 283, Augusta, Ga., L. U. 290, Lake Geneva, Wis., L. U. 293, Canton, Ill., L. U. 316, San Jose, Cal., L. U. 345, Memphis, Tenn., L. U. 415, Cincinnati, Ohio, L. U. 425, El Paso, Texas, L. U. 426, Los Angeles, Cal., L. U. 438, Brookline, Mass., L. U. 440, Buffalo, N. Y., L. U. 494, Windsor, Can., L. U. 507, Corona, N. Y., L. U. 522, Milwaukee, Wis., L. U. 526, Galveston, Texas, L. U. 570, Gardner, Mass., L. U. 622, Waco, Texas, L. U. 690, Little Rock, Ark., L. U. 712, Covington, Ky., L. U. 808, Portland, Oregon, L. U. 883, Aberdeen, Wash., L. U. 897, Norristown, Pa., L. U. 900, Altoona, Pa., L. U. 930, Saint Cloud, Minn., L. U. 948, Sioux City, Iowa, L. U. 974, Portland, Maine, L. U. 1035, Taunton, Mass., L. U. 1037, Marseilles, Ill., L. U. 1055, Lincoln, Neb., L. U. 1127, Montreal, Canada, L. U. 1154, West Chester, Pa., L. U. 1172, Billings, Mont., L. U. 1184, Seattle, Wash., L. U. 1352, Grand Rapids, Mich., L. U. 1373, Flint, Mich., L. U. 1419, Johnstown, Pa., L. U. 1450, San Juan, Porto Rico, L. U. 1456, New York, N. Y., L. U. 1496, Fresno, Cal., L. U. 1558, Montreal, Que., L. U. 1561, Portland, Maine, L. U. 1589, Arecibo, Porto Rico, L. U. 1596, St. Louis, Mo., L. U. 1614, Brevard, N. C., L. U. 1693, Chicago, Ill., L. U. 1846, New Orleans, La., L. U. 1903, New Orleans, La., L. U. 1433, Fairbury, Neb., L. U. 313, Carbondale, Pa.

From Organizers: Arcand, Berry, Dowler, Featherston, Farisa, Gray, Hickey, Huber, Kiern, Macfarlane, Melvin, Michler, Moore, Olsen, Reilly, and the following, Jos. Ainey, Montreal, E. C. Atkins & Co., (Per H. C. Atkins), James M. Black (Black Masonry & Contracting Co., Boston, Mass.), Robt. P. Brindell, New York City, Thos. Bunting, New York City, Erie Railroad, D. J. Farley, Toluca, Ill., W. H. Hayden, Denver, Colo., P. H. McCarthy, San Francisco,

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Cal., John Morrison, New York City, James L. Stuart, constructing engineer, Pittsburgh, Pa., Whitehead & Hoag Co., Newark, N. J., Atlas Paper Co., Mrs. P. J. McGuire, Phillip Keil, Baltimore, Md.

Industrial Training In Indiana

The following address was delivered at the third annual convention of the Indiana State Council, U. B. of C. & J. of A., held at Gary, Ind., October 1, and 2, by W. F. Book, deputy in charge of vocational training in Indiana:

Mr. President and Delegates to the Second Annual Convention of the Indiana State Council of U. B. of C. & J. of America:

I am indeed very glad of the honor you have conferred upon me to come before you and explain this work in which I am interested and in which I am sure you are interested. I think you will be interested to know what we have in mind in organizing this work in this state and of the progress that has been made up to the present time.

With regard to what we have in mind to do in the state: it is an enormous undertaking. We have been working at these problems for a long time and I am glad to say things have been improving all the time. There was a time when industrial training was only for the few as in the case of the doctor, minister and lawyer. It is our aim, however, to extend educational opportunities so that they will finally reach all classes of people and it is in line with the ideal we have been striving for in the past one hundred years which is: to make the public school an institution to educate all classes of people.

In developing our public schools we want to see the children of the working classes made to be helpful and fit for their line of work in the same degree as the doctor, lawyer or minister, should be fitted for their profession. Trying to make our public schools helpful for all kinds of people has led to vocational education and thanks to the law of 1913, this state

has taken up this line of education for training in the industries.

We have only been working at that problem of trying to provide that kind of work for a year and during that time have provided instruction of that nature to 7,500 people, young men and women in the schools, desirous of taking up this work and young men and women out of the schools who are desirous of spending their evenings in taking up some line of work. Therefore provisions have been made for these different kinds of schools. According to the law it is provided that the state will co-operate with the local school in the various parts of the state.

After proper foundations have been laid in the schools it will not destroy any line of work. We have provided for the doctor and lawyer, but up to the past two or three years ago we had not extended public schooling to provide help for the ninety per cent of people desirous of taking up vocational training.

There are two lines of work to give help; to find the right line of work that some may desire and to train them in the line of occupation they are interested in; that is the idea of manual training and industrial arts.

We cannot solve this problem at once and we cannot solve it without you and we have to come to you to find out the kind of a course that is necessary to fit people for your line of work for only those in that trade can tell what is necessary in that line.

You have representation on the state board for the purpose of seeing that the thing is done properly. The school authorities and sometimes the superintendents are slow to urge it and it remains for the people who have to make their living by work to see that it is done.

In the field of carpentry we have provisions made for three or four lines of work. In the first place a line which will enable boys who want to learn the trade to get the instruction under a skilled carpenter; that we call the all-day school. We have three of these schools, one at Indianapolis. They go

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to school all day and work in the shop. When they get to the apprentice stage they will work on jobs to learn the trade under a master.

Many journeymen and apprentices want to go to a part time school to improve themselves and to solve the problem of getting a course of study that will meet their requirements better. We have to work that out with a committee of carpenters.

In that connection I would like to say that you people of the Council of Indianapolis have taken advanced steps in working out a particular line of study in that work. There is only one other trade which has done this and that is the printers.

These things are necessary for co-operation. You must help us to get the right kind of study and see that we develop men and women who are skilled in that line of work so that they can increase their wage earning power and their usefulness to society.

The problem of action to get the right line of shop work for those boys in the re-apprentice stage and in the apprentice stage, so that they will not get their experience only by doing some little "dinky" work in the school room but to go out on the job and get the practical side of the trade and a better knowledge of mathematics and English.

The problem of how many people to train in any line of work must be worked out so as to be fair to the workers and so that no field of labor will be crowded. It is a very important problem and the school authorities cannot solve it alone. We must have practical shop work. We must arrange with contractors so these boys can work on jobs to get the helpful instruction by the school in applied education.

The problem of how to give the boys in an all-day school or evening school the right kind of credit on their apprenticeship standing is to be considered also. We are making progress with the printers on this.

I think we will all agree that the schools should give vocational training to

make boys and girls big producers, to enable them to do something worth while. We are trying to teach them what kinds of work are important, if it is work that society needs and to make the school training fit them for something.

We are all agreed, I think, on the importance and necessity of getting them educated by vocational training. The problem before us is to work it out. The school authorities cannot do it alone; you can not work it out alone nor can the employers.

For democracy we must do this and for the sake of society and on a plane of work for the good of everybody concerned. Vocational education is a matter that the laboring people, school people and employers must co-operate in.

I would like to commend the step given in the report by your chairman. It is a step in the right direction. I think it would be a good time to work this over. It would be a helpful thing to us and work for your interest. If you appoint a committee to work with the state board on any of these problems which come up, it will be a good thing for all.

You Cannot Be Too Careful!

Albert Fenn, F. S. of L. U. 638, Morristown, N. J., informs us that a man giving the name of Emil Miller, who said he was a hoisting engineer hailing from the copper mines of Michigan, obtained a loan in order to enable him to reach a job in a town in Pennsylvania, but that letters since written to the address given by Miller and to West Bay City, Mich., have been returned marked "name unknown." He carried a clearance card made out by United Mine Workers of America, Local 1379, West Bay City, District No. 2, Henry Smith president, John Martin, R. S. Miller is described as "a husky looking individual," with an imperfect upper lip, who spoke with a slightly foreign accent and said he was of "Dutch" nationality. He writes with the left hand, and with difficulty.

Für Unsere Deutschen Leser



Verhandlungen der vierten Vierteljahrs-Sitzung 1915, des General-Exekutiv-Board.

Während dem, zwischen dieser und der Juli-Sitzung liegenden Zeitraume wurden dem General-Exekutiv-Board nachstehend verzeichnete Angelegenheiten brieflich unterbreitet und erledigt wie folgt:

26. Juli.

New York City.—Der General-Präsident unterbreitet Information bezüglich des Dockbuilders-Austandes an welchem über drei Hundert Mitglieder des Local Union 1456 New York beteiligt sind. Das Board beschließt finanziellen Beistand zu gewähren gemäß der, der General-Offize zugehenden Berichte.

27. Juli.

Boston, Mass.—Gesuch der L. U. 394 (Nutenmacher) um offizielle Genehmigung einer Forderung für Verfürzung der Arbeitsstunden von 48 auf 44 Stunden per Woche und minder wichtige Änderungen in ihrem Gewerks-Vertrage; inkrast zu treten am 1. Oktober 1915. Genehmigung wird gewährt.

11. August.

New York City.—Gesuch des Distrikt-Councils um Rückersstattung aus der General-Kasse der von diesem Körper den ausstehenden Dockbuilders bewilligten Geldsumme. Das Board bewilligt die Summe von \$2,084.00 zu diesem Zweck.

12. August.

Ottumwa, Iowa.—Gesuch der L. U. 767 um Sanktionierung einer Bewegung für Aufrechterhaltung gegenwärtig bestehender Arbeitsbedingungen. Wird gewährt.

17. August.

Toronto, Ont., Can.—Auf Empfehlung des G. P. bewilligt das Board die Summe von \$325.00 für Organisierungszwecke in obiger Stadt.

24. August.

Galveston, Tex.—Der G. P. unterbreitet Information bezüglich der Lage der Mitglieder die durch die letzte Ueberschwemmung und Sturm in Galveston Not gelitten und empfiehlt eine Geldbewilligung, hinreichend um diesen Mitgliedern genügende Unterstützung zukommen zu lassen. Das Board schließt sich der Empfehlung des G. P. an.

2. September.

Torrington, Conn.—Ein Bericht in der Juli-Sitzung in Erwägung gezogenes Gesuch der L. U. 216 um Genehmigung und

finanzielle Unterstützung einer Bewegung zur Erringung eines Minimallohnes von \$3.50 per Tag und eines dreijährigen Gewerks-Vertrages, wird nochmals erörtert. Der G. P., welchem der Fall behufs Unterstützung überwiesen wurde, bekräftigt die Genehmigung des Gesuches aufgrund seines Befundes und wird dieselbe gewährt. Finanzielle Unterstützung soll erfolgen je nachdem Berichte in der General-Offize einlaufen.

3. September.

Port Arthur, Tex.—L. U. 610 unterbreitet Einzelheiten betreffs ihrer infolge der Ueberschwemmung und Sturm nothleidenden Mitglieder und das Board ermächtigt die zuständigen General-Beamten obigen Mitgliedern eine hinreichende Unterstützungssumme zugehen zu lassen.

Indianapolis, Ind., den 11. Oktober.

Nachdem General-Präsident James Kirby, Freitag den 8. Oktober, im Methodist Hospital in Indianapolis, plötzlich, nach einer am vorherigen Tage vorgenommenen Operation zur Beseitigung einer Mastdarm-Entzündung von Tode ereilt wurde, eröffnet der erste General-Vice-Präsident Hutcheson die vierteljährliche Sitzung des General-Exekutiv-Board.

Alle übrigen Mitglieder sind anwesend.

Das Board ernannt ein Spezial-Komitee, bestehend aus Potts, Post, Martel und Ogletree, um geeignete Blumenstücke zu bestellen und diese nach der Wohnung des Verstorbenen zu beordern.

Cosgrove, Macdonald, Cole und Guerin werden als Komitee zur Arrangierung der Beisetzung und Leichenfeier ernannt.

Post, Duffh und Guerin werden mit der Abfassung geeigneter Beileids- und Trauer-Resolutionen betraut.

Aus Achtung und zu Ehren des verstorbenen General-Präsidenten wird die Schließung der Offize und der Druckerei bis nach der Beisetzung angeordnet.

Das Board beschließt, daß dessen Mitglieder und John Mez, der Präsident des Distrikt-Councils von Chicago in welcher Stadt der Verstorbene Mitglied war, die Beisetzungs-Feierlichkeiten leiten sollen.

Die Herren Harry und Charles Kirby, Söhne des Verstorbenen, erschienen vor dem Board bezüglich der Arrangierung der Beisetzung und Leichenfeier; letztere soll Mittwoch, den 13. Oktober, nachmittags, 2 Uhr stattfinden.

Die Geschäfts-Agenten des Indianapolis Distrikts, Madons und Newman, erscheinen und teilen mit, daß an dem Tage der Be-

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stattung Bruder Kirby's alle Carpenterarbeit in Indianapolis ruhen wird.

Die vom Resolutions-Komitee abgefasste Trauer-Resolution wird gutgeheißen und lautet wie folgt:

**Vereinigte Bruderschaft der Bauhölzer
und Zimmerleute von Amerika, Ge-
neral-Exekutiv-Board-Sitzung am
11. Oktober 1915.**

In Erwägung, Daß der Grimmige Schritter, Tod, unseren Bruder, James Kirby, den General-Präsident der Vereinigten Bruderschaft der Bauhölzer und Zimmerleute von Amerika und prominente Person in der Arbeiterbewegung, aus unserer Mitte gerissen hat, und,

In Erwägung, Daß wir seine weisen Ratsschlüsse, Lehren und Anweisungen schmerzlich vermissen werden wenn wir in Zukunft Probleme zu lösen und Streitigkeiten innerhalb unserer Organisation zu schlichten haben, und,

In Erwägung, Daß er sich durch sein liebenswürdiges, aufrichtiges und männliches Wesen und gütige Veranlagung unser aller Herzen gewonnen und uns wert und teuer geworden war, und,

In Erwägung, Daß ihn seine liebende Gattin und Söhne im Familienkreise noch mehr vermissen werden, als wir in unserem täglichen Lebensgange, deshalb sei es

Beschlossen, Daß diese Resolution seinem Andenken gewidmet sei und wird hiermit seiner Gattin und Familie unser tiefstes Bedauern und Beileid aussprechen in dem unersehbaren Verlust den sie durch seinen Tod erlitten haben, und sei ferner

Beschlossen, Daß eine besondere Seite des Protokolls dieser Sitzung des General-Exekutiv-Board der Aufnahme dieser Resolutionen gewidmet sei, und sei ferner

Beschlossen, Daß eine Abkürzung dieser Resolution der Familie unseres verstorbenen Bruders zugestellt und daß deren Wortlaut in unserem offiziellen monatlichen Journal „The Carpenter“ veröffentlicht werde.

Wm. L. Sutcheson, Vorsitzender.
Frank Duff, Sekretär.
John T. Cosgrove.
Thos. Neale.
T. M. Guerin.
D. M. Post.
John G. Potts.
James P. Ogletree.
Harry Blackmore.
W. A. Cole.
Arthur Martel.

Das Board billigt alle von den General-Beamten für die Leichenfeier getroffenen Vorbereitungen und vertagt sich bis Donnerstag, den 14. Oktober.

14. Oktober.

General-Präsident Kirby wurde am 13. Oktober mit der ihm zukommenden Achtung und Ehrenweisung im Holy Croß Friedhofe zu Indianapolis zur letzten Ruhe bestattet. Die Boardmitglieder und Präsident Mex vom Chicago District-Council leiteten die Leichenfeier. Deputationen waren erschienen von Chicago, New York, Philadelphia, Pittsburg, Washington, Alton, Ill., Dayton, O., Saginaw, Mich., Lake County, Ind., Buffalo, N. Y., Cleveland und Toledo, O., Indianapolis, Ind., und aus anderem Orien.

Die Staat-Councils von Pennsylvania, New Jersey, Ohio, New York, Michigan und Indiana, sowie der Provinzial-Council von Quebec waren ebenfalls vertreten. Folgende internationale Organisationen hatten Vertreter gestandt:

Journemen Barbers' International Union.

International Brotherhood of Teamsters.
International Brotherhood of Bookbinders.

United Association of Plumbers and Steam Fitters.

Brotherhood of Painters, Decorators and Paper Hangers.

Bricklayers', Masons und Plasterers' International Union.

International Union of Steam and Operating Engineers.

International Union of United Brethren Workmen.

United Mine Workers of America.

International Molders' Union of North America.

International Association of Bridge and Structural Iron Workers.

Saw Smiths' National Union.

The American Federation of Labor.

Building Trades Department of the American Federation of Labor.

Central Labor Union of Indianapolis.

Building Trades Council of Chicago.

Local Union 199, Chicago, welcher Bruder Kirby angehörte, war durch ein Spezial-Komitee vertreten.

Die vielen Blumenstücke, die aus allen Teilen des Landes in seiner Wohnung eintrafen, legten bereitetes Zeugnis ab von dem hohen Grade in welchem unserer verstorbener General-Präsident von seinen Freunden und Mitarbeitern geschätzt und geachtet wurde. Beide Seiten des Zimmers in welchem die Leiche aufgebahrt lag war bis zur Decke mit den prächtigsten Blumenstücken angefüllt und darunter fand sich die Gabe des einfachen gedankenden Freundes, sowie die prächtigen Schmuckstücke gewidmet von den internationalen Organisationen, Staats-Councils, den Angestellten der General-Offize, der American Federation of Labor u. s. w. Die reichliche Entfaltung der Blumen gaben gestaltete sich zu einer großartigen

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Ehrenbezeugung für einen Mann der ein Freund aller wurde die seinen Lebenspfand gekreuzt hatten.

Alle Mitglieder sind anwesend.

In Uebereinstimmung mit Section 11 der Constitution der W. B. nimmt nun der Erste General-Vice-Präsident Hurdson die Stelle des General-Präsident ein, und in Uebereinstimmung mit Section 12 der Constitution übernimmt der Zweite General-Vice-Präsident John T. Cosgrove die Stelle des Ersten General-Vice-Präsidenten.

New York, N. Y.—Der G. P. unterbreitet eine Mitteilung bezüglich des Zustandes an dem die Mitglieder der Dockbuilders' Local 1456 beteiligt sind und bewilligt das Board die Summe von \$1,500.00 zu deren Unterstützung.

Sam Gomperz, Präsident der A. F. of L. und Spencer, Sekretär des Baudepartements der A. F. of L., erscheinen vor dem Board und wurden Angelegenheiten, unsere Organisation betreffend, hauptsächlich aber der Wiederanschluß derselben an des Baudepartement mit ihnen besprochen. Nach Erörterung der Streikigkeiten die sich während unserer Zugehörigkeit zu dem Departement ereigneten, sprachen beide die Hoffnung aus, daß die W. B. mit ihrer sämtlichen Mitgliedschaft baldigst zum Departement zurückkehren werden und fordern in freundlicher Weise das Board auf dahin zu wirken.

Flint, Mich.—Bruder Fred Klambek, Präsident des Michigan Staats-Councils, erscheint mit Mandat von L. U. 1373, Flint, Mich., versehen und ersucht um Geldbewilligung zu Organisierungszwecken. Das Gesuch wird berücksichtigt werden sobald dasselbe offiziell vom Tri County D. C. eingebracht wird.

Die Organisatoren Ahnn und Heatherston erscheinen und ersuchen um ernsthafte Erwägung der Streik-Situation in Edhytstone, Pa.

Schenectady, N. Y.—Von L. U. 1513 liegen Berichte vor bezüglich ihrer, an dem Ausstände in der General Electric Company beteiligten Mitglieder. Der Fall wird an den G. P. zur sofortigen Untersuchung verwiesen.

Ein Gesuch der Internationalen Ladies' Garment Workers Union es möge ihnen gestattet sein die Local Unions aufzufordern zu den Kosten der Verteidigung ihrer gerichtlich verfolgten Beamten beizutragen, wird abgewiesen.

Augusta, Ga.—Der D. C. dieser Stadt ersucht um Geldbewilligung zu Organisierungszwecken; doch sieht das Board unter gegebenen Umständen keine Möglichkeit das Gesuch zu gewährend und weist dasselbe ab.

15. Oktober.

Hamilton, Ont., Can.—Gesuch des D. C. um Bewilligung von \$300.00 zu Organi-

sierungszwecken. Wird an den G. P. bezuflugs Untersuchung der Gewerkslage in Augusta durch das Boardmitglied des 7ten Districts verwiesen.

Toledo, O.—Bruder G. R. Aline, mit Mandat von L. U. 25 versehen, erhält das Wort und ersucht das Board seinen Einfluß auf die Bricklayers dahingehend zu machen, daß diese unseren Mitgliedern in Toledo in der Aufrechterhaltung befriedigender Arbeitsbedingungen Beistand leisten. Die Angelegenheit wird an den G. P. bezuflugs weiterer Untersuchung und geeigneter Maßnahmen verwiesen.

Flint, Mich.—Das offizielle Gesuch des Tri County D. C. um Geldbewilligung zu Organisierungszwecken ist eingelaufen und wird diesem die gewünschte Summe von \$300.00 bewilligt, deren Verausgabung der G. P. überwachen soll.

St. Louis, Mo.—Ein Schreiben des D. C. ist eingelaufen bezüglich der geplanten Bewegung zur Organisierung der Holzbearbeitungs-Fabriken die um sechs Monate vertagt wurde, welche Maßnahme der D. C. billigt. Das Gesuch um Genehmigung der Bewegung ist dem Board nochmals zu unterbreiten ehe entscheidende Schritte unternommen werden.

Dem Whoming Valley, Pa., D. C. wird die Summe von \$400.00 und L. U. 1684, Sherbrooke, Que., Can., die Summe von \$100.00 zu Organisierungszwecken bewilligt. Beide Beträge zur Verausgabung unter der Kontrolle des G. P.

Attumwa, Ia.—Gesuch der L. U. 762 um Geldbewilligung zur Vortreibung des Gehaltes eines Geschäfts-Agenten. Derartige Bewilligungen sind unstatthaft und wird das Gesuch abschlägig beschieden.

Newark, N. J.—Der D. C. dieser Stadt ersucht um Bewilligung von \$1,500.00 zu Organisierungszwecken. Wird abgewiesen.

Die Gesuche folgender Local Unionen um Genehmigung ihrer beabsichtigten Gewerksbewegungen werden gewährt: L. U. 261, Scranton, Pa., Lohnerhöhung von 21-2 Cents per Stunde; inkrast to treten am 1. Januar 1916.

L. U. 1454, Charlottesvile, den Achtstundentag und geschlossene Werkstätte; inkrast zu treten am 1. November 1915. L. U. 1655, Culpa, Olla., Lohnerhöhung von 5 Cents per Stunde; inkrast zu treten am 1. November 1915.

Montgomery County, Pa.—Gesuch des G. P. um Geldbewilligung zu Organisierungszwecken wird reiflich erwogen, jedoch nicht gewährt.

St. Louis, Mo.—Der D. C. ersucht in einem Schreiben um Entscheidung über und Klarstellung der kürzlich eingeführten Regel, wonach Mitglieder, welche ihrer Local Union irgend einen Betrag schulden so daß ihre Gesamtschuld den Betrag von drei Monats-

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beitragen ausmacht, außer Benefit, und wenn ihre Gesamtschuld sechs Monatsbeiträgen gleichkommt zu streichen sind. Die verschiedenen Finanz- & Sekretäre obiger Stadt gingen von der Ansicht aus, daß ein Mitglied nur dann außer Benefit sei wenn es wirklich drei Monatsbeiträge, und zu streichen sei wenn es wirklich sechs Monatsbeiträge schulde, und daß andere schuldige Beträge, wie Arbeitsarten-Gebühr, nicht hier für mitzurechnen seien. Unter einer strikten Befolgung obiger Regel hätten eine Anzahl ihrer Mitglieder bereits gestrichen werden müssen oder wären außer Benefit geraten. Das Board beschließt seine Entscheidung vom 10. April 1915 im Frank Beck Halle (L. U. 1596) und in allen ähnlichen Fällen aufrecht zu erhalten, und daß die Regel, wonach ein Mitglied welches seiner Local Union irgend einen Betrag schuldet, welcher drei Monatsbeiträge ausmacht außer Benefit und wenn es irgend einen Betrag schuldet, der sechs Monatsbeiträgen gleichkommt zu streichen ist, zu Recht besteht und auszuführen ist.

Indessen wird das Gesuch des St. Louis D. C. gewährt, dahingehend, daß obige Regel erst als am 10. April 1915 inkraft befindlich betrachtet werde. Doch soll sich dieses Zugeständnis nicht auf Sterbe- oder Arbeitsunfähigkeits-Ansprüche beziehen die bereits erledigt sind.

General-Präsident Gutcheson zeigt dem Board an, daß er die, durch das Aufrücken Bruder Cosgrove's in das Amt des Ersten General = Vice = Präsident freigewordene Stelle des Zweiten General-Präsidenten, an George G. Lakey von Chicago, Ill., übertragen habe womit sich das Board einverstanden erklärt.

Beaver Valley, Pa.—Die Brüder D. J. Gaulst und D. S. Leighth, mit Mandat des D. C. dieser Stadt versehen, sowie die Brüder N. C. Christ und H. G. Miller, Abgeordnete der L. U. 1752, Ambridge, Pa., erscheinen bezüglich einer Streitigkeit über die Zugehörigkeit letzter L. U. zu einem D. C. Der Beaver Valley D. C. behauptet daß L. U. 1752 in ihm Vertretung haben solle während die L. U. dem Pittsburg D. C. angeschlossen ist und das Recht hierzu beansprucht obgleich Ambridge im Beaver Valley Distrikt gelegen ist. Dieser Fall wird dem G. B. behufs eingehender Untersuchung der Begleitumstände überwiesen und soll derselbe in nächsten Sitzung des G. C. B. Bericht erstatten.

Die Brüder Gaulst und Leighth unterbreiten außerdem einige auf Arbeitsverhältnisse in Beaver Valley bezügliche Fragen, welche ebenfalls an den G. B. zur Untersuchung verwiesen werden.

Pottsville, Pa.—L. U. 228 protestiert in einer Zuschrift gegen die Versicherung ihrer Finanzbeamten durch Vermittelung der G.

D., indem diese Beamten bereits Bürgschaft geleistet, die erst am 1. Februar 1916 ablaufe. Das Board hat nicht die Macht in dieser Beziehung eine Ausnahme zu gestatten, sondern muß darauf sehen, daß das betreffende Gesetz ausgeführt wird.

St. Louis, Mo.—L. U. 1596 protestiert gegen die Aukerkräft-Erklärung des 18ten Paragraphen der Sect. 43 der General-Constitution seitens des Board's. Die Antwort des G. C. auf diesen Protest wird verlesen und das Board schließt sich dessen Begründung obiger Erklärung an.

Cincinnati, O.—Protest der L. U. 209 gegen den Beschluß des Board's, welcher es Mitgliedern unterlag zugleich den Industrial Workers of the World anzugehören. Die Antwort des G. C. auf diesen Protest wird gutgeheißen.

Portland, Ore.—Ein ähnlicher Protest läuft von L. U. 1020 ein und wird in derselben Weise erledigt.

Denver, Colo.—Die Justice League, eine Organisation die sich im Interesse der Local Miners im Ludlow-Distrikt gebildet hat, ersucht um finanzielle Unterstützung sowie um Zufendung der Adressen der Sekretäre um die Local Unions um Hilfe anrufen zu können. Gesuch wird abgewiesen und das Schreiben behufs späteren Nachschlages zu den Akten gelegt.

Von dem Toronto, Ont., Can., D. C. und dem New York D. C. laufen vollständige Ausweise über empfangene Unterstützungsgelder ein. Im letzteren Falle handelt es sich um die ausstehenden Dockbuilders.

16. Oktober.

In dieser Sitzung und bis zum 23. Oktober sind alle Mitglieder anwesend.

Montown, Pa.—Von L. U. 135 liegt vollständiger Ausweis vor über im Frühjahr 1915 erhaltene Streik-Unterstützungen.

Cincinnati, O.—Der Hamilton County D. C. sendet eben solchen Ausweis über, während des Ausstandes in 1914 empfangene Unterstützung. Beide Ausweise sind vom Revisor für richtig befunden und werden den Akten einverleibt.

Chicago, Ill.—Der Bericht Lakey's, des Revisors der G. D., und Schardt's, des Vertreters des D. C. über, während des Ausstandes in Chicago im Frühjahr und Sommer des laufenden Jahres, erhaltene Streik-Unterstützungen, wird unterbreitet, als endgültiger Ausweis anerkannt und zu den Akten gelegt.

San Antonio, Tex.—Gesuch der L. U. 14, das Board möge einen Teil der Gelder der B. B. in einer Bank obiger Stadt deponieren, wird behufs späterer Berücksichtigung den Akten einverleibt.

(Fortsetzung folgt.)

Dopartement Francais



Le Mouvement Ouvrier Depend Sur Votre Attitude

Les choses qui valent quelque chose sont difficiles à obtenir. L'acquisition des valeurs morales et matérielles demande de l'effort et de la persévérance. On n'obtient jamais des bienfaits qui durent dans cette vie par de l'indifférence et de la chance. Il faut travailler. Peu à peu, vous devez avancer, mais il faut toujours payer le prix. Si vous désirez être un savant, il faut que vous travailliez constamment. Si vous désirez être un avocat, un médecin ou toute autre profession supérieure, le prix est de l'ouvrage et de l'effort.

Mais ce n'est pas seulement dans ces professions qu'il faut travailler afin d'avancer. Si vous voulez être un forgeron, un maçon en brique, un ingénieur de chemin de fer, en bref, aucune autre chose utile et nécessaire, il faut faire des efforts et travailler afin de devenir experts. Le désir n'est pas suffisant. Il faut travailler pour gagner l'objet désiré. L'enfant qui va à l'école doit étudier afin qu'il soit adapté à une vie utile. La manière d'avancer est lente et laborieuse, mais les retours valent le prix chaque fois.

Ce même raisonnement s'applique à chaque entreprise individuelle ou collective. Chaque réforme, chaque idée nouveau, chaque cause authentique ont gagné une place dans le monde par une application persistante et assurée. Lentement et assurément, le peuple absorbe les grandes vérités par rapport à eux-mêmes et pourquoi ils ont été créés.

Par l'aide des fraternités et des efforts unis, les barrières des richesses concentrées et de l'avidité sont réduites en poussière, lentement, mais assurément.

Des sources différentes travaillent, chacune selon son intelligence, pour l'amélioration et la perfectionnement de la race humaine, mais la plus grande et la plus pratique est les ouvriers organ-

isés ou leurs unions. Lentement, mais très assurément, elles ont pendant une cinquantaine d'années grandi de quelques unités peu importantes à une grande masse ajoutant toujours à leur force. Mais, les efforts faits par les travailleurs organisés pour l'humanité et la justice ne sont pas toujours faciles. Ce sont, cependant, des efforts qui comptent à la fin, et les résultats sont là.

Beaucoup dépend de la manière que chaque ouvrier étudie la question. Si votre attitude vers le progrès, le bien-être de votre confrère est indifférente, vous entravez votre émancipation et votre affranchissement et si vous désirez avoir des résultats, il faut persévérer. Vous les obtiendrez, mais pas en payant \$5.00 aujourd'hui et attendant recevoir \$10.00 demain.

Il faut travailler constamment, croire à votre cause et aider vos confrères. Par ce moyen, vous aurez du succès. Le mouvement ouvrier en général dépend sur votre attitude, et sur votre organisation en particulier dépend votre bien-être et votre avancement futurs. Quelle est votre attitude?

Les Choses Que L'Argent N'achetent Pas

L'autre jour, nous avons vu cette inscription en tête d'un article. Elle énumérerait les choses que l'argent ne pouvait pas acheter, telles qu'une longue vie, de la santé et de la jeunesse. Elle ajoutait aussi, qu'afin d'avoir ces choses, il fallait que chaque individu vive bien, et afin de vivre bien, il fallait acheter leurs produits.

Nous ne sommes pas d'accord avec cette assertion. L'idée qu'il fallait de l'argent d'acheter leurs produits montrait que l'argent après tout, était un des facteurs pour vivre bien. Il est vrai que l'argent ne vous donnera rien si vous n'avez pas d'autres nécessités fondamentales, mais l'argent usé bien est assurément une nécessité vitale pour vivre

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bien. Par exemple, un enfant né en pauvreté et misère, sa cour de récréation les rues, vivant dans une chaumière, à peine nourri et respirant de l'air infect, cet enfant n'a pas les mêmes chances que ceux qui sont élevés sous des conditions plus sanitaires et humaines. Ou, prenez un homme, travaillant dans une fabrique ou d'autre place il retourne chez lui le soir, et qu'est-ce qu'il voit—des enfants faibles et chétifs, sa femme fatiguée et usée par les soucis, et lui-même—sa vitalité presque disparue.

Sous de telles conditions, n'est-il pas raisonnable de dire que l'argent aurait éliminé les circonstances et les environnements qui ont fait en sorte que cette famille a détérioré au lieu d'avoir avancé.

Il y a peu de choses que l'argent n'achètera pas. L'argent achètera une maison commode, où un homme peut demeurer, il achètera de la bonne nourriture, il achètera des vêtements pour lui, il achètera une éducation pour ses enfants, des livres et de la musique dans sa maison. En bref, il l'aidera à vivre une vie meilleure et plus heureuse et en aidant d'éliminer des soucis, il va prolonger la vie.

Celles-ci sont quelques-unes des choses que l'argent peut acheter. Et si cela est vrai, pourquoi y-a-t'il qu'on trouve peu parmi la classe ouvrière qui a cette nécessité vitale. Il y a assez d'argent dans le monde. En vérité, il y en a parmi les riches qui ne savent pas comment le dépenser.

Maintenant, pourquoi cet argent n'est pas mis à l'usage propre? Simplement parceque ceux qui ont produit tout cet argent ont fait en sorte qu'ils ont laissé quelques personnes l'amassent et l'accu-mulent ou l'usent pour leurs besoins égoïstes au lieu de faire une distribution aussi juste que possible.

Est-il juste qu'un homme reçoit des millions de dollars lorsqu'en faisant ainsi, il prive des milliers d'ouvriers du soleil, de la nourriture et de la santé, des privilèges que chacun de vous doit avoir.

Il y a des individus qui ont l'air de sainteté et de dévotion, qui prêchent que

l'acquisition de l'argent ne vous aidera pas d'acquérir du bonheur dans la vie future. Il me semble que la pauvreté serait un obstacle dans l'acquisition de cet bonheur. La pauvreté et l'indigence sont une malédiction sur la race humaine, mais ils pourraient être éliminées si ceux qui en souffrent étaient plus intéressés.

Chaque mouvement pour l'amélioration des conditions de travail pour les ouvriers est un pas vers la réalisation des rêves de nos penseurs et de nos écrivains les plus nobles. Mais, dans ce mouvement, les ouvriers eux-mêmes devraient avancer ensemble.—The Advance Advocate.

Le Chat-Marin

Des pêcheurs occupés à fournir du poisson frais des mers Nord, conserve d'une manière unique et dans une condition excellente les poissons vivants afin de les vendre aux grands marchés diverses. Les poissons vivants sont tirés des filets et ils sont mis dans de grandes citernes, qui sont construites pour cet usage. Mais comme les poissons ont une tendance de devenir lourds et apathiques, et par conséquence perdraient beaucoup de leur qualités fermes et solides et en même temps leur valeur, un certain nombre de chats marins sont mis dans chaque citerne. Ceci est fait afin de garder les poissons actifs. Aussitôt qu'un poisson devienne inactif et lourd, le chat de marin le saisit pour le remuer. En un mot, le chat fait en sorte que l'activité règne constamment dans les citernes.

Ceci est une illustration excellente du mouvement ouvrier. On parle beaucoup des hommes qui organisent et instruisent la classe ouvrière. On les nomme des agitateurs, des personnes tracassières et toute autre phrase familière. Mais, en toute réalité, elles sont une nécessité. Ces personnes sont les chats marins dans le mouvement ouvrier. Sans ces personnes, les ouvriers deviendraient lourds et inactifs. Sans elles, les ouvriers déprécieraient leur valeur. Elles sont nécessaires. Elles remplissent une

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position importante. Ces personnes font en sorte que toutes choses remuent constamment.

La grande masse des ouvriers ont une tendance de deviner négligents et inactifs. Ces ouvriers ne réalisent pas le point important, que chaque unité—chaque homme doit rester éveillé. Ils ne doivent jamais devenir stagnants. S'ils sont dans cet état, leur valeur va diminuer. Dans les limites étroites de leurs environnements immédiats, il y a danger qu'ils deviennent bornés. Les grandes questions et les idées concernant eux-mêmes et le monde deviendraient obscurs et inanimés. De sorte qu'il y a besoin des chats de marin—des hommes qui les exciteront à devenir actifs, de les stimuler et les encourager afin qu'ils soient dans une condition de rendre des bienfaits à l'humanité en général. Nous avons besoin de plusieurs chats de marin. Un chat de marin dans chaque bande, dans chaque loge, dans chaque assemblée. Des hommes qui encouragement de l'activité, du progrès et du développement dans le mouvement ouvrier. Donnons-nous plus de chats marins et moins d'inertie et d'apathie!

Petites Notes

Quand vous entendez un individu décrier votre union, examinez son histoire.

* * *

Quand quelqu'un prétend d'épouser votre cause et vous demande de le croire quand il vous dit que toutes vos méthodes sont fausses, repassez en revue ce qu'il a fait, et demandez-vous quel est son motif.

* * *

On dit que le léopard ne pourrait changer sa peau tachetée. Ceci peut tout aussi bien s'appliquer aux renégats du mouvement laborieux comme aux autres animaux des jungles.

* * *

Le mouvement de l'Union des métiers doit faire face à toutes les éventualités. On épargnerait souvent un temps précieux si les ouvriers d'une industrie étaient déjà syndiqués quand l'opportunité se présente.

Quand on vous dit que l'arbitrage volontaire est une forme d'esclavage, pensez aux travailleurs sur gages qui n'ont aucune voix dans le règlement des gages et des conditions laborieuses, et qui sont continuellement en face de plus bas revenus et de plus pauvres conditions laborieuses quand le coût de la vie augmente.

* * *

Nos membres individuellement et collectivement, ont un devoir important à remplir ils doivent donner un loyal appui aux labels des autres métiers affiliés, et ils doivent un appui moral et financier à chaque organisation affiliée à la Fédération Américaine du travail. Si nous nous attendons à être appuyés, il nous faut aider les autres.

* * *

Les salariés ont le droit d'améliorer leur état, tant au point de vue physique qu'au point de vue mental. S'il est vrai que nous vivons dans un monde de progrès, sûrement ceux qui font le travail du monde ont le droit de réclamer leur part dans le progrès du monde et dans les fruits de leur labeur.

* * *

La suprême tragédie des âges continue son chemin sanglant en Europe. Personne peut en préciser la fin. Les vies sont sacrifiées presque au million. Une génération après la guerre l'Europe sera remplie de débris humains; ces débris remueront, mais seront mutilés, estropiés, boiteux, imparfaits et aveugles. Ceux de nous qui ont la fortune d'échapper à cette horrible lutte doivent avoir de la reconnaissance. Nous pouvons souffrir des périodes de temps difficiles qui éprouvent notre âme, mais notre condition est meilleure que celle des travailleurs à gages des pays frappés par la guerre européenne qui sont détruits par le Moloch de la guerre, laissant dans le dénuement ceux qui dépendent d'eux. A l'heure actuelle il y a danger que les États-Unis soient enveloppés dans cette tragédie, ce qui serait une chose terrible pour les travailleurs à gages de notre

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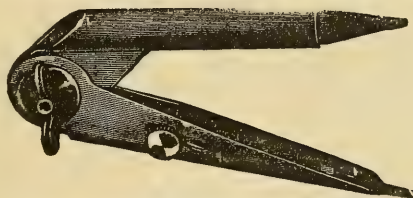
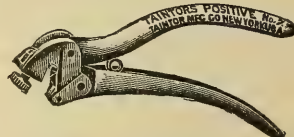
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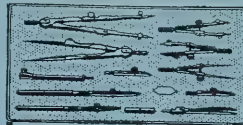
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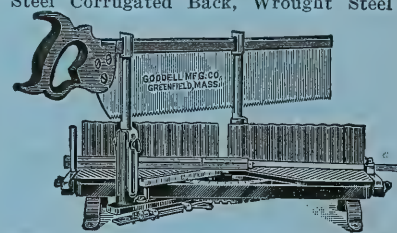
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